Minutes of the

# Meeting of the Executive Committee

of the

World Council of Churches

27 February - 2 March 2007

Meeting held at the

Ecumenical Institute, Bossey, Switzerland

These minutes have no official status until received, amended as necessary and approved by the Executive Committee at its next meeting. The official proceedings of the Executive Committee consist of a documented record of decisions taken by the Committee along with the texts of documents acted upon. The introductions to agenda items and summaries of presentations and discussions are prepared by the minute-taker for background information only, and should not be cited as part of the official proceedings of the meeting nor as such attributed to the speakers' names.

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# 1. OPENING ACTIONS

## 1.1 Prayer

Interconfessional common prayer took place in the chapel of the Ecumenical Institute each morning. Members of the committee gave meditations under the overall theme of fasting:

27 February: Ms Lois McCullough Dauway on Isaiah 58:1-9
28 February: Bishop Youannes on Luke 9:28-36
1 March: Bishop Samuel Azariah on Jonah: 3:1-10
2 March: Ms Outi Vasko on Genesis 18: 1-15

On 27 February there was an act of remembrance and thanksgiving for the life of Inger Aasa-Marklund and Sara Marklund, who had died in a road traffic accident in Egypt in November 2006. Dean Gadegaard gave an address and special prayers were offered.

On 2 March the order of the Women's World Day of Prayer was followed.

## 1.2 Call to order and welcome

The committee met **in decision session.**

**The moderator** welcomed members and called the meeting to order at 9.20am. He invited the general secretary to call the roll.

## 1.3 Roll call and seating of substitutes

**The general secretary** welcomed members to Bossey and called the roll. He proposed that the following substitutes be seated:

Revd Dr Paul Gardner for Ms Nerissa Celestine
Fr Mikhail Gundiaev for Bishop Hilarion Alfeyev
Bishop Martin Schindehütte for Bishop Rolf Koppe
Bishop Youannes for Metropolitan Bishoy.

The committee **approved by unanimous consensus** the seating of the above substitutes.

**The general secretary** also introduced the members of the staff who would be in permanent attendance, and Dr Marcelo Schneider, Dr Altmann's assistant, who was accompanying him.

**The moderator** declared that a quorum was present and that the meeting was duly constituted.

### 1.4 Adoption of agenda and timetable

**The general secretary** presented a proposed agenda and timetable, which the committee **agreed by unanimous consensus.**

### 1.5 Minutes of the previous meeting

The minutes of the previous meeting, held at the Ecumenical Centre, 28-29 August 2006 had been previously circulated. The committee **approved** the minutes and the moderator signed a copy.

### 1.6 Appointment of sub-committees

**The general secretary**, at a later session, presented a proposed list of members of sub-committees. He stated that, after consultation with Archbishop Nifon, it was proposed that Dr Abuom be moderator of the public issues sub-committee. The names of Bishop Karayiannis and Ms Lansdowne were also added to the proposed membership of the public issues sub-committee.

The committee, with these additions, **appointed by unanimous consensus** the members of the sub-committees (cf appendix II).

## 2. REPORT OF THE GENERAL SECRETARY

The committee met **in hearing session.**

**The moderator** invited the general secretary to give his report.

**The general secretary** spoke under four heads.

**Recent travel**

He had been to **China and Taiwan**. The China Christian Council (CCC) was asking the WCC to assist in the formation of future leaders in ecumenism, so as to help the CCC to maintain its post-denominational identity, and in the establishment of links between CCC and the wider ecumenical family, particularly in Africa. The Presbyterian Church in Taiwan (PCT) was requesting the WCC to enable PCT and CCC to meet as a first step in their drawing closer together.

In **India** the main purpose of the visit had been to attend the Maramon convention of the Mar Thoma Church, where he had preached on two occasions. While in India he had had contact with two Orthodox churches, the Malankara Orthodox Syrian Church and the Malankara Archdiocese of the Syrian Orthodox Church, who were in dispute. Each church had declared itself open to an initiative from the WCC for mediation and reconciliation. He asked for guidance from the committee on this matter.

**Organizational change**

He continued by reviewing the process of **organizational change** since the assembly. The process would enable the WCC better to implement assembly decisions and to face the challenges of the times. There had been difficult moments, both at the personal and institutional level, and lessons were being learned from the experience. An ad-hoc staff group would study the process and present a report on the lessons learned to the staff leadership group in

mid-March. Later in March the week of meetings would devote two full days to a collegial effort to understand the implications of institutional change and to channel the energy of the staff in positive ways. Dr William Ogara (a member of the pre-assembly programme evaluation team) had been engaged as an external consultant to accompany the council in this learning process.

He further described the **performance appraisal system**, to be discussed at a later session devoted to planning, monitoring, evaluation and reporting (PMER).

**Developments and trends**

Under the heading developments and trends he described the **ACT development inaugural assembly**, Nairobi, 4-7 February, at which all specialized ministries had been represented (in most cases by the head of the agency) and at which he had given the opening address. The **Horn of Africa** was the subject of a possible statement by the present meeting. **Threats to life**, in the form of violence and climate change, would continue to be priorities in WCC work.

**Making statements**

The WCC had issued a press release on 30 December 2006 concerning the **execution of Saddam Hussein**. The release had concluded with the statement 'The WCC is opposed to the death penalty.' That had given rise to a wide debate on the competence of the WCC to make statements in such a form. How should such statements be formulated? Was it the council itself speaking, or 'the churches through the council'? He shared suggestions from members of the Special Commission on Orthodox Participation in the WCC who had dealt with these questions and sought guidance from the committee on how such statements should be formulated between meetings of governing bodies.

**Discussion**

**The moderator** thanked the general secretary for his report and invited discussion.

There were many appreciative comments on the report, and encouragement offered where the general secretary had asked for the committee's guidance. The council's mediating role of bringing together the China Christian Council and the Presbyterian Church in Taiwan and the two Orthodox churches in India in dispute was affirmed. The WCC needed to identify leadership from within the ecumenical community who could play such a role.

As regards press releases, the reactions to the one on Saddam Hussein's execution showed that people did take notice of what the council was saying. The council's public voice should not be weakened because of the introduction of consensus methods. The press release had given churches an opportunity to raise the issue in their own societies.

**The moderator** invited the general secretary to respond.

**The general secretary** was grateful for the comments, especially those given in response to his requests for guidance.

**The moderator** thanked the general secretary for his response and closed the session.

## 3. EVALUATION OF THE PREVIOUS CENTRAL COMMITTEE MEETING

The committee met **in hearing session**.

**The moderator** invited Mr Lemopoulos to present the evaluation of the previous central committee meeting.

**Mr Lemopoulos** presented a document analyzing the 63 evaluation questionnaires returned (out of 200 distributed). It was to guide the committee in planning the next central committee meeting.

Responses had been invited to specific questions on a scale from 1 (unsatisfactory) to 5 (excellent) and had been generally positive, the majority of the responses (+70%) falling within the range 3 and 4. An exception had been the response to the question on logistical arrangements (local transportation, hotels, meals, documentation, etc.), where a majority of 84% of the responses indicated a high level of satisfaction, falling within the range 4 and 5.

**The moderator** invited discussion.

Main points made in discussion were as follows.

There was general disappointment at the low level of response, and at the lack of indication of how many returned forms were actually from central committee members. It was suggested that in future evaluation should be built into the agenda, with time being allocated for completion of the forms and for their collection during the closing session.

The evaluation showed that the consensus method was accepted and appreciated, although better use could be made of it to prevent it lapsing into a quasi-voting procedure.

There was strong agreement that cheaper hotel accommodation should be found and gratitude expressed to the staff for investigating possibilities.

Particular attention was paid to the suggestion made in the evaluation that guest speakers from the Muslim and Jewish communities be invited. While the principle of dialogue was strongly affirmed, doubts were expressed as to whether the central committee with its crowded agenda was an appropriate place for it.

Care needed to be taken to enable newcomers to the central committee and non-English mother tongue speakers to follow the debate in decision sessions. Earlier distribution of documents both before and during the meeting would be helpful.

**The moderator**, closing the session, invited Ms Lansdowne to lead in prayer.

## 4. PUBLIC ISSUES

### 4.1 Past actions and proposed statements

The committee met **in hearing session.**

**Metropolitan Gennadios**, presiding, invited Mr Clement John, acting director of the churches' commission on international affairs (CCIA), to speak.

**Mr John** presented a report on public issues actions taken since September 2006.

**Metropolitan Gennadios** invited comments and questions.

**Mr McGeoch** enquired whether the high level delegation had yet visited Sudan and what progress had been made on the use of the term 'genocide' in relation to Darfur (central committee minutes, August/September 2006, p. 87ff).

**Mr John** responded that the churches in Sudan had indicated that they were not ready at this stage to receive such a delegation. The results of the study on genocide would be presented to the next central committee meeting.

**Bishop Karayiannis** expressed his concern at the long delay by the government of Israel in recognizing His Beatitude Patriarch

Theophilus III as the head of the Greek Orthodox Patriarchate in Jerusalem. He was being prevented from exercising his pastoral role.

**Mr John** responded that the government of Israel had still not responded to the letter from the general secretary on 29 September 2006. The situation was being closely monitored. The possibility of sending a further letter from the general secretary would be considered.

**Metropolitan Gennadios and Archbishop Aykazian** raised the issue of the assassination of the Armenian journalist, Hrant Dink, in Turkey. There should have been a strong reaction from the WCC. Why had no action been taken?

**Mr John**, referring to the CCIA by-laws, reminded members that statements, minutes and letters are issued at the request of local member churches. In this case, no such request had been made and thus no action taken.

**Mr Lemopoulos** added that the local member churches are in a sensitive situation and had not encouraged the Council to act.

**Ms Lansdowne** requested further information on the extra-judicial killings in the Philippines.

**Mr John** stated that the Council would be giving support to a delegation from the Philippines attending the United Nations Human Rights Council next session in Geneva.

**Ms Lansdowne** further enquired about progress on the control of cluster weapons.

**Mr Frerichs** responded that there had been no follow-up. Regrettably, it was beyond the capacity of the staff to follow every new development.

**Dr Tyrone Pitts** requested help in obtaining permission from the US government for church representatives engaged in humanitarian relief to visit Cuba.

The above concerns were passed to the public issues sub-committee for consideration and, where relevant, action.

**Metropolitan Gennadios** then requested Mr John to present the proposed draft statements.

**Mr John** presented draft statements on the United Nations Peacebuilding Commission, on the need for churches' vigilance against nuclear proliferation, and on the situation in the Horn of Africa.

There was discussion and various comments made for consideration by the public issues sub-committee.

## 4.2 Report of the public issues sub-committee

The committee met **in decision session.**

**The moderator** invited Dr Abuom to present the report of the public issues sub-committee.

**Dr Abuom** presented the report. The following actions were proposed:

**1. Killing of the Turkish-Armenian journalist**. The question was raised why the WCC did not issue a statement on the killing of the influential, outspoken Turkish-Armenian journalist, Hrant Dink, on 19 January 2007. According to the by-laws of the commission of the churches on international affairs, action is taken normally at the request of member churches and in consultation with them. It is regretted that there was hesitancy to take action in this case as no request came from the churches. Staff are encouraged to be proactive and if necessary be in communication with the churches. The public

issues sub-committee also received with concern the news of the threats to His All Holiness Bartholomew, Ecumenical Patriarch, and His Beatitude Mesrob, Patriarch of the Armenian Apostolic Church in Turkey in the aftermath of the killing of the Armenian journalist. The committee took serious note of such threats and requested the staff to monitor the situation and take necessary action, particularly in regard to the death threats received by the Ecumenical Patriarch and the Armenian Patriarch.

**2. Israel's failure to recognise His Beatitude Patriarch Theopilus III as the Primate of the Greek Orthodox Church of Jerusalem.** The public issues sub-committee expressed concern that the government of Israel had neglected and/or avoided to respond to the letters written by WCC in this connection. The sub-committee was shocked to learn that His Beatitude was prevented from celebrating the liturgy on the feast of St Charalambos on 23 February 2007. It was of the view that the WCC should reiterate its solidarity support with His Beatitude, continue to follow the developments and take all necessary action to bring to the attention of the international community the blatant interference by the government of Israel in the internal affairs of the church. The public issues sub-committee recommends that staff prepare a dossier on this situation and circulate it among member churches and central committee members engaged in issues of peace and justice in the region.

**3. New restrictions placed by the US government on churches engaged in humanitarian relief and assistance programmes in Cuba**. The public issues sub-committee decided that the general secretary in consultation with the churches in the US considers further possible action.

**4. Abolition of the Slave Trade – 200 years ago**. A request was received for a statement on the issue. The public issues sub-committee was informed that the WCC together with the Council for World Mission and the World Alliance of Reformed Churches have planned a series of events and study on this issue during the later part of the

year. The sub-committee decided it would be appropriate for WCC to act on this issue after this event.

**5. Reiteration of the Visit to Sudan**. The public issues sub-committee recalls and strongly recommends that the central committee's directive for a high-level visit to Sudan be followed up and that the staff provide an update at the executive committee in September 2007 on the process leading to the study on genocide.

The committee **approved** the above proposed actions **by unanimous consensus.**

**Pastor Malungo** enquired why no action had been proposed on Iraq.

**The general secretary** stated that the council's position on Iraq was clear and could not be repeated at every governing body meeting. The council continued to monitor the situation in Iraq and maintained the position set out in previous statements (eg. central committee minutes, February 2005, pp.59-64).

**Dr Abuom** then presented three statements for adoption. There had been some drafting changes but no substantive changes to the original drafts presented.

### 4.2.1 Statement on the United Nations Peacebuilding Commission

The committee **adopted by unanimous consensus** the following

**Statement on the United Nations Peacebuilding Commission**

1. The United Nations established a Peacebuilding Commission in December 2005, as an intergovernmental advisory body to help countries in post-conflict peace building recovery, reconstruction and development. On 11 October 2006, the Commission took a major step forward when a Peacebuilding fund with a target of US$250 million was launched at the United Nations headquarters.

2. The establishment of the Fund represents a major step forward in the United Nations Peacebuilding efforts and reflects a commitment by the international community to undertake sustained engagement in countries emerging from conflicts. The then Secretary General of the United Nations, Kofi Annan, at the launching of the Fund said: "the international community now has at its disposal a new and well designed peacebuilding platform. Used well, it can help countries avoid a relapse into conflict, and enable them to regain - or find for the first time - the path to peace".

3. The Peacebuilding Commission is designed to support post-conflict stabilisation initiatives, such as implementation of peace agreements and prevention of the recurrence of conflict. It will also help better co-ordination of various capacities and expertise, as well as benefit by all the UN experience on such matters as conflict prevention, mediation, peacekeeping, respect for human rights, the rule of law, humanitarian assistance, reconstruction and long term development. Specifically, the Commission will: a) propose integrated strategies for post conflict peacebuilding and recovery; b) help to ensure predictable financing for early recovery; c) extend the period of attention by the international community to post conflict recovery; d) develop best practices on issues that require extensive collaboration among political, military and humanitarian development actors.

4. The World Council of Churches has a longstanding commitment to peace and reconciliation, and to heal broken communities in order to build a culture of peace. The WCC central committee meeting in Geneva, 26 August to 3 September 1999, in its message - The Decade to Overcome Violence (DOV), Churches seeking Reconciliation and Peace - stated:

> "We offer with the Decade to Overcome Violence a truly ecumenical space, a safe space for encounter, mutual recognition, and common action. We will strive together to

overcome the spirit, logic and practice of violence. We will work together to be agents of reconciliation and peace with justice in homes, churches and communities as well as in political, social and economic structures at national and international levels. We will co-operate to build a culture of peace that is based on just and sustainable communities".

The central committee's message coincided with the United Nations "Decade for Culture of Peace and non Violence for the Children of the World". The two initiatives were meant to motivate and strengthen each other.

5. The World Council of Churches and its members have witnessed the trauma of people in post-conflict situations and have accompanied and supported suffering communities in these and other situations. It was in light of these experiences that the statement on UN Reform issued at the 9th assembly, 14-23 February 2006, Porto Alegre, Brazil:

6. "Welcomed the establishment of the Peacebuilding Commission as a means of developing new and appropriate ways of responding to civil conflict. The Peacebuilding Commission should adopt and endorse peacebuilding principles and practices, which emphasise local ownership in peacebuilding and peacekeeping processes. These should also promote the full participation of women (in accordance with the UN Security Council Resolution 1325). At the same time current disarmament forums and mechanism must be strengthened and made more effective".

The executive committee of the World Council of Churches, meeting in Geneva, 27 February to 2 March 2007:

a. ***recognises*** the contribution made by the United Nations, over the years, in peacebuilding and peacekeeping activities in different regions of the world and expresses the need to preserve and build on these achievements by evaluating the existing approaches,

instruments and mechanism, including the organs of the UN system;

b. ***appreciates*** the establishment of the Peacebuilding Commission that will mobilise and channel resources at the disposal of the international community to advise and propose integrated strategies for post-conflict recovery, focussing attention on reconstruction, institution building and sustainable development in countries emerging from conflicts;
c. ***emphasises*** the importance of participation of regional and local actors, and stresses the importance of adopting flexible working methods to ensure the active participation of those affected by the conflict in the deliberations of the commission;
d. ***reiterates*** the need to recognise the role and contribution of the churches and civil society organisation, engaged in peace building activities;
e. ***urges*** member churches to encourage and support the efforts of the Peacebuilding Commission, in post-conflict situations, in strengthening the links between peace and security, democracy and good governance;
f. ***calls on*** member states to provide full moral, material and human resources backing and support to ensure the successful functioning of the Peacebuilding Commission.

### 4.2.2 Statement on the need for churches' vigilance against nuclear proliferation

The committee **adopted by unanimous consensus** the following

**Statement on the need for churches' vigilance against nuclear proliferation**

*Nuclear Proliferation and the Emerging Context*

For decades, the WCC has advocated at the international level for co-operative efforts to prohibit and eliminate nuclear weapons. Recent developments in global political and military contexts call for intensified and concerted church action to achieve those goals. The

minute on the "Elimination of Nuclear Arms" adopted by the WCC 9th assembly at Porto Alegre underlines the need for the churches to impress upon their governments the immorality of nuclear weapons, and for all states to uphold, strengthen and implement the terms of the Nuclear Non-Proliferation Treaty (NPT).

In view of these recent developments, it is imperative that churches continue to raise awareness of the threat of nuclear weapons. The testing of a nuclear device on 9 October 2006 by North Korea (DPRK) prompted responses from the WCC that called for the international community to put nuclear disarmament and non-proliferation firmly back on track and encouraged member churches to follow up on the recommendations of the minute adopted at WCC 9th assembly. North Korea's nuclear weapon and ballistic missile tests threaten to destabilize the region and to undermine the agreed international objective of a nuclear-free Korean peninsula. In the Middle East, Iran's failure to assure the international community that its civilian nuclear programs are not camouflaging its intention to develop nuclear weapons capability, combined with Israel's refusal to subject all of its nuclear facilities to International Atomic Energy Agency (IAEA) inspections, threatens a cascade of nuclear proliferation and frustrates the international community's agreed pursuit of the Middle East as a zone free of all weapons of mass destruction. In South Asia, the unilateral initiative by the USA to accept India as a nuclear weapon state threatens an ongoing arms race with Pakistan and with China, with severe implications beyond the region and entrenches a nuclear double standard that threatens all other non-proliferation efforts.

The ongoing nuclear modernization programs of the nuclear weapon states - like the USA, UK, France, Russia and China - along with stalled efforts to pursue arsenal reductions, exacerbates that double standard and generates growing global scepticism about the relevance and effectiveness of the NPT as an instrument for the pursuit of nuclear abolition. The dangers of the unintended or unauthorized use of nuclear weapons are heightened by the practices in the United States and Russia of maintaining nuclear weapons on high alert and

available for firing within seconds of an alarm, as well as by the dangers that insufficiently secured weapons or weapons materials will fall into the hands of non-state groups committed to acts of terror.

These developments challenge the strength of the nuclear control regime. There are, however, signs of hope for a reaffirmation of the terms of the NPT for the state signatories as well as pressure for non-signatories to respect the norms the Treaty upholds. The September 2006 signing of a treaty by five Central Asian states establishing a Central Asian Nuclear Weapon Free Zone demonstrates a powerful commitment to nuclear disarmament, adding to the four existing nuclear-weapon-free zones in Latin America and the Caribbean, the South Pacific, Southeast Asia and Africa. The Central Asian states also set an important precedent by legally binding themselves to adhere to the enhanced IAEA safeguards, known as the Additional Protocol, regarding their civilian nuclear resources.

It is hoped that the 2007 session of the Conference on Disarmament (CD), after nine years of paralyzed negotiations, will demonstrate the political resolve of the states necessary to make progress. In particular, the USA and China are under pressure to end their disagreement on a program of work and thus end the stalemate in the CD by accepting the formula for negotiations on an Fissile Material Cut-Off Treaty along with discussions of the Prevention of an Arms Race in Outer Space (PAROS), nuclear disarmament, and negative security assurances.

Last year marked the 10th anniversary of the opening for signature of the Comprehensive Nuclear-Test Ban Treaty (CTBT). This treaty developed within the CD, draws attention to the fact that an essential tool for restricting the development of new nuclear weapons has yet to enter into force. In 1995, the WCC urged the adoption of this important treaty. However some of the signatories have still not ratified it and other key states have declined to sign. In particular, it is extremely important that the USA, India and Pakistan show global leadership by initiating the steps toward their respective ratification of the CTBT. Such a commitment would be one of the most effective

means of limiting the spread of nuclear weapons capability and of curtailing the growth of arsenals in the DPRK, India, Israel, and Pakistan.

Although the effectiveness of the NPT is at risk, it is early in a new review cycle for the NPT. A 13-point action plan towards nuclear disarmament was adopted at the 2000 NPT Review Conference, the most important goal of which is "an unequivocal undertaking by the nuclear-weapon states to accomplish the total elimination of their nuclear arsenals." The NPT is a crucial international agreement, as it contains the only binding commitment to nuclear disarmament in a multilateral treaty.

These developments, coupled with the continuing commitment of the vast majority of states – including the states of the New Agenda Coalition of Brazil, South Africa, Egypt, Ireland, Mexico, New Zealand and Sweden – to the NPT and to the ultimate abolition of nuclear weapons, indicate that the nuclear proliferation challenges now facing the world can be effectively met if there is political will and moral fortitude. The New Agenda Coalition has been instrumental in bringing the nuclear weapon states to the table in non-proliferation and disarmament discussions including the call for the "total elimination of nuclear weapons".

Thus the challenge for the churches is to communicate an ethical and theological perspective on nuclear arms to their governments to support all non-proliferation efforts including those advocated by the New Agenda Coalition and other middle powers. The Christian tradition is clearly committed to the sanctity of human life and the protection of all forms of creation for the needs of future generations. Nuclear weapons violate those principles because they indiscriminately destroy human and natural life. Building on this principle, not only do the churches grapple with the fear of being destroyed, but many of them also have to reflect on the ethical implications of being part of a nation that can cause the destruction of another population.

The executive committee of the World Council of Churches, meeting in Geneva, 27 February to 2 March 2007:

(a) ***reaffirms*** the churches' consistent call for the abolition of nuclear weapons, a call that is more urgent than ever considering the pressure being placed upon nuclear weapons control mechanisms, and
(b) ***encourages*** the churches to continue to communicate with their governments, to pursue the churches' goals of the complete rejection of nuclear weapons and the claims of deterrence;
(c) ***urges*** the churches to engage with other faith communities in exploring ways of working together toward the abolition of nuclear weapons, including co-operation among the faith communities of the Middle East in support of the international community's agreed objective of establishing the Middle East as a nuclear-weapon-free-zone (NWFZ);
(d) ***commends*** churches in the United Kingdom for their efforts to stop the replacement of the UK's Trident nuclear weapons system and adds the voice of churches around the world in support of that goal;
(e) ***urges*** the UK government to set an historic example of leadership for the whole international community in the above matter by fulfilling its disarmament obligations under the Nuclear Non-Proliferation Treaty. To do so would effectively challenge the other nuclear weapons states to abandon their own double standards regarding the legitimacy of weapons of mass destruction and would clearly remove an incentive for non-nuclear-weapons states to proliferate;
(f) ***calls*** on the churches to support the strengthening of the existing international mechanisms of verification and compliance, primarily the work of the IAEA, calls again for the CTBT to be brought into force, and to assert that the disarmament machinery such as the CD in particular, but also the Disarmament Commission and the Department for Disarmament Affairs (DDA), need to remain viable venues for action;
(g) ***appeals*** to the churches in the United States and China to persuade their governments to end their disagreement on a program of work and resolve the stalemate in the CD;

(h) ***calls*** on churches in South Africa, Sri Lanka, Spain, Sweden, Switzerland and Syria to encourage their presidencies at the Conference on Disarmament this year, where progress on a fissile material cut-off treaty (FMCT), negative security assurances (NSAs), nuclear disarmament and the prevention of an arms race in outer space (PAROS) is urgently needed;

(i) ***recalls*** the visit to the World Council of Churches by the chair of the Weapons of Mass Destruction Commission, Dr Hans Blix on 15 June 2006, and expresses its full support for the continuing work of the Commission with governments and civil society organisations to absorb its recommendations into political processes and concrete actions;

(j) ***commits*** itself to support such initiatives of recent years as the New Agenda Coalition of Brazil, South Africa, Egypt, Ireland, Mexico, New Zealand and Sweden and the Middle Powers Initiative of international non-governmental organisations to press for the fulfilment of the NPT disarmament obligations as these provide an opportunity to work with non-nuclear powers;

(k) ***conveys*** to the central committee the need to organise a major discussion session on churches' advocacy role in working towards complete abolition of nuclear weapons at one of its upcoming sessions.

### 4.2.3 Statement on the situation in the Horn of Africa

The committee **adopted by unanimous consensus** the following

**Statement on the situation in the Horn of Africa**

**BACKGROUND**

1. The greater Horn of Africa, which encompasses Somalia, Ethiopia, Eritrea, Kenya, Sudan, Uganda and Djibouti has been the most troubled region of the continent. The World Council of Churches has monitored, with growing concern, the developments in this region of strategic importance. In the Western Sudan region of Darfur, the conflict that has been taking place since early 2003 has shown little signs of improvement. While 7,000 African Union

(AU) peacekeepers are now deployed in the region, they are currently overstretched and lack sufficient resources. The Government of Sudan refuses to allow a UN peacekeeping force in the region. In Southern Sudan, while the North-South civil war was officially brought to an end in January 2005, the implementation of the Comprehensive Peace Agreement (CPA) has been facing many challenges. In Uganda, the August 2006 signing of a truce between the government of President Museveni and the Lord's Resistance Army held the promise of effectively putting an end to 21 years of civil war and devastation. Unfortunately, the peace talks held in Juba have now resulted in a stalemate. Tensions between Ethiopia and Eritrea over the resolution of the 1998-2000 border disputes still remain and have been mounting in recent years. In Kenya, sporadic tribal clashes, land dispute, etc. have taken place. At the political level, in the run-up to the Kenyan general election 2007, the current Constitution Review Process is facing a number of challenges. In recent months, the conflict in Somalia has taken centre stage following the rise of the Union of Islamic Courts (UIC) in the summer of 2006 and the subsequent intervention of external forces and internationalisation of the conflict. Following Ethiopia's military intervention in December 2006 in support of the Transitional Federal Government (TFG), the UIC has been driven out of Mogadishu, of which they had taken control in June 2006. As a result, the TFG has been able to start reasserting its authority. Nonetheless, the situation in Somalia remains volatile. Tensions remain high between the TFG and remnants of the UIC as well as between different Somali clans, threatening to impede the achievement of long term stability in the country as well as the region as whole.

2. Further complicating this situation is the tension between Ethiopia and Eritrea, both of whom are in turn allegedly supporting different sides of the Somalia conflict. Although violent conflict along Ethiopia-Eritrea border ended with the signing of the Algiers Agreement in 2000 and the ruling on 13 April 2002 by the Boundary Commission, the government of Eritrea has been on red

alert for some time. Ethiopia and Eritrea have fought two bloody wars - first during the time of Eritrea's independence and in 1998 following Eritrea's claim to Badme land, and the second in the year 2002, around the time of the delineation of the border between the two countries by the United Nations Commission. The relationship between the two neighbours continues to be tense, especially following the defection from Ethiopia to Eritrea of about 100 military personnel led by a key military general and the support by Eritrea of groups opposed to the central government in Addis Ababa.

3. The motivations behind Ethiopia's involvement in Somalia, however, should not be simplified to a desire to wage a proxy war against Eritrea or for a quest for regional domination. Instead, Ethiopia, which was very hesitant to intervene militarily in Somalia, did so because of delays in the deployment of an African peacekeeping force in Somalia caused by lack of funds and the late lifting of the arms embargo. What finally triggered the intervention was the imminent threat posed by the UIC, which had assembled at the outskirts of Baidoa where the TFG had become confined. In addition, the situation in Somalia posed a very real internal security risk to Ethiopia. The UIC had indeed invited the Oromo Liberation Front (OLF), a group that threatens Ethiopia's unity and stability, to fight with them against the TFG. By doing this, the OLF hoped to later be able to use Somalia as a springboard for its campaign against the government in Addis Ababa. The UIC had also made various public statements proclaiming its support for the OLF. The Ethiopian government therefore had every reason to expect that a hostile government in Mogadishu would also support the Ogaden National Liberation Front (ONLF) and the Union Western Somalia Liberation Front (UWSLF) that receive sanctuary and support from Somalia.

4. Any strong support for ONLF and UWSLF will revive Somalia's post independence goal of encouraging the Somali inhabited areas of Ethiopia to join it. Ethiopia understandably has therefore thrown its support behind the TFG, which does not favour such a

policy. In addition, the UIC has at various times made statements to the effect that, as a fundamentalist religious group, they were interested in further expanding their influence in the region beyond their borders to include parts of Kenya and Ethiopia. The terrorist threat emanating from Somalia should not be underestimated. Illustrations of this include suicide bombings, an assassination attempt on President Yusuf's life on 18 September 2006, attempts on the lives of members of the TFG Parliament, the assassination of an Italian Catholic nun in September 2006, and the assassination outside a mosque of Somalia Minister Abdallah Deerow Isaq in July 2006. Similarly, not only were foreign jihadists recruited into Somalia, but Osama bin Laden's deputy, Ayman al-Zawahari, called on Islamists world-wide to join in a fight against the Somali government and its Ethiopian allies. Finally, the UIC had, in the fall of 2006, demonstrated its lack of commitment to a negotiated peace process by violating an agreement signed in Khartoum on 22 June 2006. The UIC indeed failed to comply with such an agreement by engaging in fighting and capturing new territory.

5. Two additional factors should be considered when attempting to understand the regional dimensions of the conflict. First, following Eritrea's independence, Ethiopia became a landlocked country. Currently, it relies mainly on Djibouti as its outlet to the sea while at the same time trying to explore other options, including Somalia and Kenya. Control of Somalia by the UIC therefore poses an additional threat to Ethiopia, as it will not be able to use Somalia's coastline, becoming even more vulnerable and dependent on Djibouti. The relationship between Sudan and Ethiopia are now relatively good, however with recent developments in Sudan, including the death of Dr John Garang, hard-liners have increasingly begun to assert their influence over the federal government of Sudan. They have always had a long-term view of expanding their influence beyond their borders and would likely be sympathetic to the ideology and theology of the UIC. This, in turn, could further threaten Ethiopia and the region as a whole

through Sudanese support for the UIC as well as for the OLF in Ethiopia.

6. In light of all these factors, Eritrea is likely to be the one taking advantage of the situation in Somalia, which in fact poses no direct threat to its national security, in an attempt to weaken its long-time foe, Ethiopia. The government of Eritrea has made little secret of its support to the UIC. According to a 2006 UN report, diplomatic forces estimate 6,000 to 8,000 Ethiopian and 2,000 Eritrea troops in Somalia that back and support their respective allies. The presence of such troops is likely to introduce more arms into a country that is already awash with them and act as a major network for the inflow and outflow of arms threatening the stability of the region as a whole.

7. The stalled Ethiopia-Eritrea peace process could have made some positive contribution to security and stability in the region. While it would not have had a direct impact on Somalia, an improvement in relations between the two countries would have led to increased collaboration within the Intergovernmental Authority on Development (IGAD), which in turn would have assisted in the stabilisation of the region. Unfortunately, the peace process is intertwined with troubled political transition and growing authoritarianism in the two countries. The leadership in the two countries has effectively crushed dissent and have come down hard on civil society organisations and opposition political groups. In order to justify restrictions on political activities and to deny their people democratic accountability and the rule of law, the two governments have at times used the pretext of threats to national security to keep cross-border tension high. The reports coming from Eritrea also indicate a high rate of religious persecution.

8. The present developments have implications for the Greater Horn of Africa and pose a threat to international peace and security. Indeed, if the UIC was to take control of Somalia and in light of its links to Al-Qaeda, the country could become a breeding ground for radical Islamists groups' intent on waging wars against other

governments. Somalia has always been part of the Horn of Africa's "conflict system." While the international community had stepped back from Somalia in the last decade, the current situation has led to renewed attention and involvement including from countries such as Kenya, Djibouti, Ethiopia, Sudan, Britain, Italy and the United States. The USA has, in the wake of Ethiopia's intervention, which it implicitly supported, launched a number of military air strikes with the objective of capturing those suspected to be responsible for the 1998 bombing of USA embassies in Kenya and Tanzania. According to their department of state, the USA has three policy goals in Somalia: to remove the terrorist threat existent in Somalia and ensure against Somalia's use as a terrorist base to prevent developments in Somalia from threatening regional peace and stability, and to overcome the long-term governance challenges that terrorists exploit to make Somalia their base. Unfortunately, American involvement might have added to the impression of Christian-Muslim tensions in the region. While it may be incorrect to reduce the conflict to a mere contest between "Islamists" Somalia and "Christian" Ethiopia, this religious appendage appeals to both sides in terms of gaining patronage and favour of Muslim and Christian groups inside and outside the region.

9. The World Council of Churches and its member churches have a history of accompanying churches in Africa, including the Horn, in critical situations, providing pastoral care, humanitarian aid and assistance and working on issues of justice, peace and reconciliation. In September 1999, the central committee of the World Council of Churches in a Minute on Peace and Reconciliation between Ethiopia and Eritrea stated: "the World Council of Churches and many of its member churches and related agencies around the world have been deeply concerned about the conflict between Ethiopia and Eritrea which has been raging with ever greater intensity since May 1998. We have grieved at the terrible, mounting toll of human life this war is again inflicting on people who have suffered so terribly and for so long from war, repression and abject poverty. Immediately after the outbreak of

hostilities the general secretary wrote to the leaders of the two countries, imploring them to stop the fighting and to resolve the border issue which was the immediate source of contention by peaceful means". The WCC, in support of its action, sent an ecumenical delegation that included representatives of All Africa Conference of Churches (AACC) to the two countries as an expression of solidarity and support. Together with Norwegian Church Aid, the Council facilitated a series of meetings between the religious leaders of the two countries to promote a peaceful and negotiated settlement.

10. The present crisis in the Horn of Africa poses multiple challenges that have to be addressed by the international community, especially the UN Security council, the AU, IGAD and the League of Arab States. The recent dramatic turn of events in Somalia, last December, has once again brought the country under international focus. The UN Security Council Resolution 1725 promoted by the United States was adopted by consensus despite hesitation by some members of the Council who cautioned against IGASOM's* potentially destabilising impact.

11. At present some fear that there are too many conflicting interests and little political will among external actors to exert sufficient concerted influence to stabilise Somalia. The African Union Peace and Security Council estimates that the a projected mission of 8,000 troops in Somalia (IGASOM) would cost 160 million US dollars for six months deployment. To date, Uganda and Nigeria have firmly committed troops to such a mission while Burundi, Ghana and Malawi have also made pledges. Such commitments, however, fall short of the 8,000 troops needed. The United Nations has sent a humanitarian assessment mission to Somalia's border with Kenya where thousands of internally displaced persons (IDPs) have gathered to escape the fighting. The African Union has also recently sent a mission to Mogadishu to assess the situation on the ground and to prepare a safe environment for the planned peacekeeping force. Aid commitments have also been

* IGASOM – Intergovernmental Authority on Development (IGAD) mission in Somalia (U.N. Security Council Resolution 1725)

made by the USA and the European Union for short-term humanitarian assistance and support to IGASOM.

12. An immediate action to stabilise Somalia revolve around the introduction of the AU Peacekeepers to replace the Ethiopians who are not welcomed by the Somali leaders, even though the Ethiopians were invited and accepted by the TFG and benefited from the tacit support of Somalis in Puntland and Somaliland. The main opposition to Ethiopia's intervention is seen to emerge from sections of the Hawieye clan in Mogadishu. Current efforts are also meant to encourage an inclusive political dialogue amongst its various political forces and clans. It is hoped that the process of dialogue and engagement will help broaden the TFG's base of support and pave the way towards democratic elections to be held in the country within the next few years.

13. The churches in the region under the leadership of AACC and in cooperation with WCC and other international ecumenical partners like the Life and Peace Institute and Norwegian Church Aid have closely monitored the recent developments in the greater Horn of Africa through visits and consultations. Two major events have taken place in this connection – the first one was held in Nairobi on 24 and 25 October 2006 on the "Somalia Peace Process" and the second in Dar-es-Salam, 3 and 4 February 2007 on "Christian and Muslim Leaders Peace Initiative in Somalia". Both events indicate the growing concern among churches and Christians on developments in Somalia that have serious implications for the region. Muslim representatives have also expressed concern over the current situation as well as indicated their willingness to cooperate with Christian religious leaders in dealing with the peace process in Somalia.

The executive committee of the World Council of Churches meeting in Geneva, 27 February to 2 March 2007:

a) ***acknowledges*** the role played by the religious communities in Ethiopia, Eritrea and the wider ecumenical fellowship to help

resolve the border dispute between the two countries and encourages them to continue these efforts, and appreciates the work being done by the Churches and related agencies and commends them for their witness and their response to the crisis in the Horn of Africa, assuring them full support of the WCC and its member churches as they continue to be a prophetic voice in the region in general and in Somalia in particular;

b) ***calls upon*** the WCC to remain seized of this matter and in co-operation with AACC encourage and facilitate the establishment of a joint Christian and Muslim Peace Committee for Somalia;

c) ***expresses*** its concerns at the deteriorating human rights situation in Ethiopia and Eritrea and appeals to the respective governments of the two countries to foster dialogue with opposition political parties to establish democracy, human rights and the rule of law;

d) ***reiterates*** the need for the United Nations and the donor countries to impress upon Ethiopia and Eritrea, the need to reengage in efforts to resolve their long standing border dispute in a peaceful and amicable manner by complying with the ruling of the Boundary Commission, and appeals to the international community to focus its attention on Somalia and the Horn of Africa as a whole and for the United Nations Security Council to remain seized of this matter;

e) ***supports*** the TFG in its efforts to bring services to the people of Somalia and to build the institutions that are needed to promote stability, democracy, rule of law and development, and urges it to undertake a comprehensive peace and reconciliation process among the people as a whole, including moderate members of the UIC;

f) ***welcomes*** efforts by the Sudanese government towards reconciliation in the East of the country following the signing of the Comprehensive Peace Agreement;

g) ***welcomes also*** the signing of a truce agreement between the Lord's Resistance Army and the Government of Uganda and urges both parties to resume the stalled peace;

h) ***urges*** IGAD to undertake the task of healing divisions within its members and to work closely with the League of Arab States in

order to strengthen its efforts in Somalia, and appeals to the international community and the Contact Group for Somalia to ensure that adequate funds are available for the stabilisation mission in Somalia;

i) ***appreciates*** the commitments of troops that have already been made and calls upon other countries in Africa to follow suit in order to bring the strength of the required levels of 8,000 troops and thus enable immediate withdrawal of Ethiopian troops;

j) ***calls for*** support for the people of Somalia displaced by the conflict, who are in dire need of humanitarian assistance and security, particularly the Somali refugees in Dadaab Camps in Kenya. In this connection it appreciates the assistance being provided by ACT International through its Rapid Response Fund to the Somali internally displaced persons.

**The moderator** expressed the thanks of the committee to the public issues sub-committee for their work.

## 5. FINANCE

### 5.1 Finance report

The committee met **in hearing session**.

**Dr Hendriks-Ririmasse**, presiding, welcomed Bishop Youannes, who had just arrived, and invited Dean Gadegaard to present the finance report.

**Dean Gadegaard** requested the finance staff to present the report.

**Dr Temu** introduced Mr Mark Johnson, finance manager for planning and budgeting, who had taken up his post in October 2006. He then, assisted by the staff, presented a finance overview. General reserves now stood at CHF 9,203,000, a gratifying increase. The balance in the assembly account stood at CHF 649,000. Assembly costs had been in

line with budget, but assembly income had been well above the budgeted figure.

**Dean Gadegaard** commented that 2006 had been a satisfying year and financially the council had achieved more than hoped for. The future held the risk of having to use part of reserves for the improvements to the ecumenical centre. This was, however, necessary to comply with Swiss regulations and for the benefit of the tenants of the building.

**Dr Hendriks-Ririmasse** invited questions and comments.

**Dr Abuom** enquired if the draft budget for 2008 covered the staff positions yet to be filled. She also enquired the position on staff salary increases.

**Ms Dauway** wished to see a substantial discussion on staff salaries.

**Mr Johnson** assured Dr Abuom that the 2008 budget included full twelve-month cover for the still vacant posts.

**Dr Temu** explained that some years ago, because of financial stringency, cost-of-living increases and step increases in staff salaries had been suspended. The staff had understood that that was necessary to avoid compulsory redundancies. The result had been that staff salaries had fallen in real terms and some long-serving staff had not seen step increases in their salary for several years. Now that the general reserves had been replenished, it was possible for the finance sub-committee to discuss the way forward.

**Dean Gadegaard**, noting the surplus in the assembly account, questioned whether the surplus had not been achieved at the expense of having a smaller and shorter assembly.

**Dr Altmann** informed the committee that, while the assembly account did show a surplus, there was a continuing possibility that the Brazilian tax authorities would regard the assembly as a trade fair and

thus a taxable activity. Our legal defence was that the assembly had been a non-profit-making church-related event. His cautious hope was that nothing would happen, but tax could be imposed within five years of the event. He wanted the committee to be aware of this possibility.

**Ms Dykes** indicated that this continuing possibility was reported in the accounts as a contingency.

**Dr Hendriks-Ririmasse** thanked the finance staff for their responses; and the finance report, together with the comments made, was referred to the finance sub-committee for consideration and recommendation.

## 5.2 Report of the finance sub-committee

The committee met **in decision session**.

**The moderator** invited Dr Hendriks-Ririmasse to present the report of the finance sub-committee.

**Dr Hendriks-Ririmasse** requested Dean Gadegaard to read the report.

**Dean Gadegaard** read the report and the moderator invited general questions and comments.

**Mr McGeoch**, concerning the renovation of the ecumenical centre, asked what safeguards there were to prevent overspending on the project.

**Dr Temu** gave an assurance that such contracts are strictly controlled in Switzerland. It was not possible for final costs to be more than 10% above the contract figure. It was not expected that costs would spiral out of control. **Dr Abuom**, noting the nomination of Ms Lansdowne to the audit committee, asked how feedback would be communicated to the finance committee.

**Dean Gadegaard** explained that the audit committee had asked that a member of the finance committee be included in its membership. Ms Lansdowne would report back on the work of the audit committee to the finance committee.

**Ms Dykes** added that an exchange of minutes between the two bodies was a further possibility.

**Dr Abuom** enquired about the council's procurement policy.

**Ms Dykes** replied that there is a procurement policy statement involving an annual review of suppliers of goods and services to the ecumenical centre. For contracts above CHF 25,000 competitive tenders are required.

**The moderator** then invited the committee to consider the report section by section.

### 5.2.1 Finance overview 2006

The preliminary financial results for 2006 were presented, reporting an overall reduction in funds and reserves of CHF 1.9 million, which included an increase in unrestricted and designated funds of CHF 1.9 million and a decrease in restricted funds of CHF 3.9 million, resulting from the use of the assembly fund. General reserves had increased to CHF 9.2 million, and had thus reached the target set by the central committee.

The finance sub-committee heard a report on financial stewardship since September 2006. The report covered significant events and other financial issues.

Following appointment of the finance manager for budgeting and planning, the assignment of project accountants and reorganization of the finance functions to ensure responsibilities for specific programmes, it was considered that recommendations made over past years by the auditors and the audit committee concerning the

adequacy of finance staff resources had now been met. The project to upgrade the accounting system had been completed in January 2007, with the introduction of new reports in which actual financial information could be monitored compared with budget.

The finance sub-committee discussed two points which had been raised in the meeting of May 2006, concerning firstly the wish to consider re-assignment to the jubilee fund of CHF 200,000 on closure of the assembly accounts, and secondly, the continued requirement to report the financial results quarterly to the officers of the finance committee.

The finance sub-committee **recommended** that the executive committee

- not require an adjustment in favour of the jubilee fund, retaining the balance of CHF 200,000 in the assembly fund;
- delegate to the officers of the finance committee the authority to approve for issue the annual financial statements on completion of the audit.

The committee **accepted** the above two recommendations by **unanimous consensus**.

### 5.2.2 Ecumenical centre building: renovation and capital expenditure

The finance sub-committee heard a report on the current status of the project to renovate the ecumenical centre building. A civil engineering company and a general works management company have been appointed to assist the WCC in management of the project. The construction permit was received in November 2006 from Geneva authorities. At this stage tenders for the various phases of the work are being submitted and will be reviewed by the consulting companies and by WCC staff before final selection. Renovation works are expected to begin in April 2007.

While the finance committee, in its meeting of September 2006, had approved the renovation project in principle in order that commitments be made, it was discussed that previous finance sub-committee minutes had required that the executive committee review specific renovation proposals. It was agreed that the project had been handled to date in accordance with central committee guidance.

It was confirmed that a 10% contingency amount is included in the capital expenditure plan and does not need to be stated separately.

Tenants, including related organizations, will benefit from the improvements to be made to the building. While there exists a plan to increase rentals in accordance with local regulations, some related organizations have claimed that depreciation costs should not be included in the cost-sharing calculation because they believe that they have, in the past, contributed to a building fund.

Further to discussion of the project the finance sub-committee **recommended** that the executive committee require that:

- progress reports be made regularly to the officers of the finance committee to ensure monitoring of the project expenditure in relation to the approved plan;
- the procurement policy be reviewed and revised to include formalization of the tender process for major projects and be presented for approval at the next executive committee;
- following under-spending in 2006 because of the delayed delivery of the construction permit by the authorities, the capital expenditure limit for 2007 be increased by the amount of the prior year's under-spending to CHF 3.531 million;
- the policy for cost-sharing with related organizations which rent office space in the ecumenical centre be revised to ensure participation in the cost of the renovation through an appropriate share of depreciation costs;
- efforts be made by finance staff to investigate and settle the claims of certain related organizations concerning past building fund transactions.

The committee **accepted** the above five recommendations by **unanimous consensus**.

### 5.2.3 Framework budget 2008

The finance sub-committee reviewed the framework budget 2008, presenting total income of CHF 40.11 million and total expenditure of CHF 40.16 million.

The framework includes an increase to general reserves of CHF 550,000 after the addition of CHF 150,000 to the assembly fund.

Membership income and other unrestricted income is shown at a target of CHF 6.8 million. Other income includes an additional CHF 100,000 of rental income to be generated from letting of the Jura wing. Programme contributions are targeted as CHF 24 million, slightly increased from budget 2007. Direct programme costs for 2008 include CHF 680,000 to cover the expenses related to central committee.

The need to add to general reserves in order to cover capital expenditure requirements leads to a target of direct programme costs of CHF 14.56 million, compared with CHF 15.2 million in the programme planning documents for 2008. In order to respect the limit of CHF 14.56 million, direct programme costs would require to be reduced by CHF 600,000.

Further to discussions with the programme committee it was determined that in addition to the programme planned costs on which the framework budget had been based, there is a plan to raise funds in order to meet the costs of the international ecumenical peace convocation (CHF 600,000 per year for 2008-2010) and the DOV living letters (CHF 400,000 per year for 2008-2010).

The finance sub-committee **recommended** that the executive committee require:

- that the general reserves be increased by CHF 550,000 in order to meet capital expenditure requirements;
- that the designated programme funds of CHF 1.7 million (currently assigned to activities in the former programme structure) be re-assigned, allocating CHF 600,000 to assembly fund and CHF 600,000 to unrestricted funds in order to allow programme costs to be incurred at the level of the 2008 plan; the remainder CHF 500,000 are to be held in a new general designated programme fund to be allocated by the executive committee at a future date;
- that the staff cost-of-living increase be budgeted at 1%, without increasing the overall staff salary budget;
- that provided programme contributions can be raised for the international ecumenical peace convocation and DOV living letters, these new programme initiatives can be pursued for presentation in the draft budget 2008;
- that during the next executive committee meeting, time be assigned early in the agendas of the programme and finance sub-committees to allow for joint meeting and discussion on budget 2008 and framework budget 2009.

The committee **accepted** the above five recommendations **by unanimous consensus.**

### 5.2.4 Discussion on remote office policy

Following the recommendation of central committee September 2006 that policy guidelines for the overall management of the remote offices be presented to this executive committee, the finance sub-committee received and reviewed a discussion paper presenting the principles to be included in such a policy. The discussion paper had the quality of a preliminary draft, and was yet to be completed in particular as concerned aspects of field staff policy. Further, the discussion paper had not yet been presented to the staff leadership group.

The discussion paper defined the different legal status of remote offices, the authorities to open and close an office, the requirement to hold an accounting and operating policy for each office, and defined the responsibilities of the assigned programme director, the local executive and FSA staff in relation to the remote office management.

The finance sub-committee **recommended** that the executive committee require:

- that the decision to open or close a remote office, as defined in the discussion paper, be taken by the general secretary after appropriate consultation with the regional ecumenical organizations concerned;
- that the decision of the general secretary to open or close a remote office be submitted for ratification to the meeting of the executive committee following any such decision;
- that the remote office policy be completed and submitted for approval to the next executive committee.

**Archbishop Nifon** asked for a definition of 'remote office'.

**The general secretary** replied that a remote office was any WCC office not in Geneva.

The committee **accepted** the above three recommendations **by unanimous consensus.**

### 5.2.5 Income strategy

The finance sub-committee heard a report covering broad points on income strategy. The fund-raising team continues to focus its work in two areas, being firstly the strengthening of the existing relationships with funding partners, and secondly, diversification into new sources of income, including individual giving and planned legacy giving. It was recognized that the new programme structure presents new challenges and opportunities for fund-raising for the WCC. In this context, the fund-raising team was revising the income strategy.

Elements of the strategy would include focus on individual churches or denominations, emphasizing WCC's global reach. The aim would be to put together funding campaigns for benefit of both the church or denomination and the WCC, while strengthening the relationship with the church. The active involvement of central committee members would be needed in this type of fund-raising effort.

Focused joint programmatic work with the specialized ministries could offer opportunities to strengthen relationships with the funding partners.

In addition the WCC income development team would research and conduct pilot projects in the areas of non-traditional income such as trusts and foundations.

The finance sub-committee **recommended** that the executive committee require:

- that a revised income strategy including proposals for increased investment in fund-raising, and with pre-defined performance indicators and milestones, be presented at the next meeting of the finance sub-committee;
- that the income strategy include a plan to develop the role of governing bodies in fund-raising. Acknowledging that different regions may have different practices, a key first element in this plan should be to organize a cross-cultural sharing at the next central committee meeting on how members of the governing bodies can fulfill their roles in fund-raising.

The committee **accepted** the above two recommendations **by unanimous consensus**.

### 5.2.6 Task team on membership fees

The finance sub-committee heard a report outlining trends in membership income between 1998 and 2006. Membership income

has remained stable at about CHF 6.3 million over recent years. Results had been over target at CHF 6.6 million in 2006, principally as a result of additional contributions from three churches and a favourable Euro-Swiss Franc exchange rate as compared to budget.

The report highlighted that there is a relatively limited number of churches which contribute well below the requested membership fee and efforts are required to be focused on working directly with these churches. It also highlighted an increasing number of non-paying member churches in 2006 (now 114), the growing number of churches now being classified as inactive (now 31) with implications for the strength of the fellowship of the council. It was concluded that the role and commitment of the members of governing bodies in taking responsibility for achieving the WCC fund-raising targets is fundamental.

Following discussion of the report the finance sub-committee **recommended** that the executive committee:

- Mandate a task team to accompany the work on membership contributions and to ensure focus on the role of the central committee members in increasing the financial participation of the churches in the fellowship. The nominated members are Rev. Dr Margaretha Hendriks-Ririmasse, Bishop Dr Vasilios Karayiannis, and Bishop Ivan M. Abrahams.
- Approve a policy statement requiring that representatives from member churches be eligible to receive financial assistance for participation in governing, consultative or advisory body meetings subject to the condition that the negotiated membership contributions of their church be paid in full for the previous year two full months prior to the event concerned.

**The moderator** enquired the meaning of 'paid in full'.

**Dean Gadegaard** proposed that the word 'negotiated' be inserted before 'membership contributions' in the second part of the recommendation. If this provision were invoked, the membership

contribution in question was often the negotiated minimum of CHF 1,000.

The committee **agreed** to the addition and then **accepted** the above two recommendations in the varied form given above by **unanimous consensus**.

### 5.2.7 Audit committee mandate

The sub-committee reviewed a draft audit committee mandate, which was approved (cf. Appendix III).

The sub-committee requested that the audit committee be consulted on how the transition process to the new mandate may be implemented. Ms Carmen Lansdowne was nominated to the audit committee as the finance committee representative.

Pending appointment of the audit committee members at the next finance committee meeting in 2008, the finance sub-committee **recommended** that the executive committee appoint Ms Carmen Lansdowne to the audit committee as the finance committee representative.

**Ms Dykes** commented that the finance committee of the central committee would appoint the new audit committee, including Ms Lansdowne, at its meeting in February 2008 and that Ms Lansdowne's nomination could only then become effective.

**The general secretary** proposed that as an interim measure the executive committee should appoint her for the interim period until February 2008.

The committee **noted** the approval of the audit committee mandate, and, acting under rule VII.2, further **appointed** Ms Lansdowne as the finance committee representative on the audit committee until February 2008.

### 5.2.8 Staff statistics and review of salaries and cost-of-living increases

The sub-committee received a report on staff statistics and agreed that the format presented was a useful basis for monitoring full-time equivalent staff numbers and costs. There were 156.2 full-time equivalent staff employed as at 31 December 2006, compared with 168 in the framework budget 2008. It was agreed that the report should be produced monthly to be distributed to the staff leadership group with the monthly management accounts. The staff statistics report will also be distributed to the officers of the finance committee with the quarterly financial report.

The sub-committee discussed staff benefits including compensation of cost-of-living increases for Geneva-based staff, and **recommended** that the executive committee require that:

- the Swiss cost-of-living index increase be matched annually going forward in staff salaries;
- when performance reviews have been conducted, there should be provision in the budget for meeting individual step increases where these have been merited.

The committee **accepted** the above two recommendations **by unanimous consensus**.

### 5.2.9 Review of investment results 2006: investment policy

The sub-committee reviewed the investment returns 2006 compared to benchmark. It was confirmed that there had been no changes to investment guidelines since the meeting of the finance committee in September 2006, and that the asset allocations in the general and endowment investment portfolios were in compliance with the investment guidelines. The general fund is held entirely in CHF bonds and deposits. The endowment fund is invested with an allocation of 40% equity and 60% bonds and deposits.

The sub-committee discussed the fact that part of the general reserves may be expected to be held in the longer term, and that it might therefore be appropriate to consider more active investment of an appropriate part of the general fund.

It was reported that the investment management fees for the general fund were high in relation to the return which had been obtained. It was also reported that the investment advisory group had not met in 2006, and that the need for and purpose of the group required to be re-assessed.

The sub-committee **recommended** that the executive committee require that:

- finance staff work with the investment managers to present a conservative proposal for an appropriate investment strategy for the longer-term general reserve holding, to be reviewed and approved by the officers of the finance committee before implementation;
- finance staff be authorized to invest directly in deposits with the council's banks, without recourse to external discretionary management services, with the objective of reducing investment management fees;
- finance staff present a proposal to cover the requirements to ensure sound governance in respect of the Council's financial investments.

The committee **accepted** the above three recommendations **by unanimous consensus**.

## 6. PROGRAMME 2007 - 2013

The committee met **in hearing session.**

### 6.1 Programme 2007 - 2013

**The moderator** invited the general secretary to outline the agenda for the day, 28 February, which would be completely devoted to consideration of the programme.

**The general secretary** outlined the day's agenda and requested Mr Lemopoulos, in his role as acting associate general secretary for programme, to speak to the programme plan.

**Mr Lemopoulos** began by stating that we were now past the planning stage and entering into the stage of implementation. He presented and commented on a revised programme plan 2007 - 2013, which gave details of programmes, projects and activities.

Nearly all the decisions of the central committee in August/September 2006 (minutes, pp. 92-122) had been incorporated in the programme plan. A few activities had been added and three decisions had not been acted on:

a) Projects 401 (ecumenical solidarity) and 402 (mutual accountability) had not been merged into one project 401 (ecumenical solidarity, responsibility and accountability) (minutes, p. 108), as it had been considered on reflection that the two projects were distinctive and their integrity should be maintained.
b) Project 204 (towards just and inclusive communities) had not been moved into programme area 4 (justice, diakonia and responsibility for creation), (minutes, p. 103f) as it had been considered that programme area 4 already had a heavy programme and that no further burden should be placed on it.
c) The central committee's requests to increase the budget for some projects had not be acted on, but would be considered in the course of the present year as new staff were appointed and projects got under way.

The revised programme plan had been presented to the officers at their December 2006 meeting, with these explanations, which the officers had accepted, and was now presented for information to the executive committee.

As we moved into implementation, each member of the programme executive staff had been allocated two projects, a main project for

which they were responsible, and a second project in which they participated. Some fine tuning in this area remained to be done. Management mechanisms had been established, with for each programme a finance manager (to maintain responsible stewardship of resources) and a member of communication staff (to establish a flow of communication from the beginning).

A new organigramme had been produced and a document giving lines of accountability. New job descriptions for all colleagues were being produced describing their multi-faceted roles.

One particular illustrative example of the organizational change was the position of the ecumenical institute. It was no longer a free-standing body but was integrated into programme area 5, and the new structures were beginning to function with Bossey staff being involved in other areas of the council's work.

While much had been achieved, there were still some outstanding matters. An important moment would be the staff's week of meetings at the end of March. There would be assessment of what had been achieved, what had yet to be done, and how to deal with change management. They would be assisted in this by an external consultant, Dr William Ogara.

Finally he observed that there was a human cost to change, and that the burden of it was proving heavy for some staff members.

**The moderator** thanked Mr Lemopoulos for his presentation and invited questions and comments.

**Discussion**

There was a wide-ranging discussion.

Many members expressed warm appreciation for the efforts of the staff in producing the programme in implementation of the assembly mandate. There were, however, continuing concerns. One was that too

much was still being attempted. It was, however, acknowledged that the programme plan had been approved by the central committee and measurable goals had been established. A further concern was that it was now one year since the assembly and that progress had been slow in determining and implementing the programme and in filling vacant staff posts. Good candidates, impatient at waiting, had gone off to other jobs. One member commented that the document reflected the present lack of vision in the ecumenical movement, but others considered that there was no lack of vision, and that, in any case, such a vision could not be captured within the pages of such a document.

**The moderator** invited the general secretary to respond.

**The general secretary** was grateful for the comments made and said that they would be useful in the implementation of the process. He agreed that an overall vision could not be contained in a programme plan. He did, however, strongly defend the process resulting in the present programme plan. This was the first time ever that such a plan had been ready within one year of an assembly. It was an implementation of the assembly mandate and had been approved by the central committee. As regards appointment of staff, the established recruitment procedures had been followed, but they were, sadly, cumbersome and inefficient. Some of the comments made had been in the area of management, but he wished to remind the committee that their role was that of governance and not management. He knew that some staff members were resistant to change and these sentiments had been echoed in the discussion, which he regretted. He pleaded for the committee to be patient and accept the role of management in the process for which they had governance responsibility.

A full progress report on programme implementation would be given to the next meeting of the committee in September.

**The moderator** enquired if Mr Lemopoulos wished to reply to particular points.

**Mr Lemopoulos** stated that it was a serious concern that the programme with 100 activities would prove too heavy a burden for the fifty-plus programme executive staff, but the new working style would result in flexibility and fuller use of the human resources available. Moreover, the programme plan did not reflect all the council's activity. In today's complex world, more and more churches were turning to the Council to intervene when there is a crisis.

**The moderator**, summing up, stated that the discussion, while at times difficult and painful, had been important and essential. We had been looking into a mirror and seeing what we are reflected back to us. The amount of work done by the staff had been impressive. We were all in the same ecumenical boat but had different roles in it. The progress report on programme implementation would need to be a major agenda item at the next meeting.

## 6.2 International ecumenical peace convocation (IEPC)

The committee continued **in hearing session.**

**The moderator** invited the general secretary to introduce the session on the international ecumenical peace convocation (IEPC).

**The general secretary**, referring to the assembly decision that the conclusion of the decade to overcome violence (DOV) be marked by an international ecumenical peace convocation, introduced Mr Hans-Ulrich Gerber, staff member responsible for DOV, and Rev. Dr Geiko Müller-Fahrenholz, who had been engaged as consultant to help with the planning and coordination of the convocation.

**Dr Müller-Fahrenholz**, assisted by Mr Gerber, gave a power-point presentation introducing a document on the proposed ecumenical declaration on just peace, and the convocation at which it would be presented. This ecumenical declaration, because of time constraints, would not claim to be an ecumenical consensus statement, comparable to the baptism, eucharist and ministry document, but would be an act of public witness to the reality of peace and an

affirmation of enduring hope in front of a world torn apart by violence.

The process to elaborate the declaration would include wide consultation. He outlined the contents and methodological approaches, hermeneutical considerations, and the thematic areas. These would be peace at heart, peace at home, peace in the virtual world, peace on earth and with the earth, peace in the market place, and make peace not war.

The document concluded with a time frame for the elaboration of the declaration, a further time line for the organization of the convocation, and proposed recommendations from the DOV reference group for the present meeting to discuss: on the IEPC theme, dates and location.

**The moderator** thanked Dr Müller-Fahrenholz for the presentation and invited discussion.

**Discussion**

There was general enthusiastic response to the proposals for the declaration and the convocation. The preparations for the convocation and the elaboration of the declaration would draw together what was already happening in the churches and could involve peace and other movements as well as the churches themselves. One member expressed concern at the number of thematic areas: would it prove possible to cope with such a wide definition of peace, ranging from structural violence to individual violent acts. Several members urged that preparatory events should be high profile events in themselves and not simply preparatory to the convocation. Nor should the convocation be an end to the process, but a new beginning. It would be an opportunity for sharing of work done and of work that would continue.

**Dr Müller-Fahrenholz** responded.

It was already clear that the process would be participatory, involving groups involved in peace and other initiatives. It would be a comprehensive effort, and expert consultations were being planned. The process leading to the declaration and convocation was designed to be a meaningful process in itself and not simply steps on the way to the convocation. It was not possible to determine in advance all thematic areas to be considered. The agenda would vary from place to place. It was hoped that the declaration would be much more than a piece of paper to be filed away but a spur to action. While it was premature at this stage to determine the final outcomes, what was looked for from the present meeting was a decision to begin the process now.

**Mr Gerber** spoke to the other recommendations coming from the DOV reference group meeting in December 2006.

The annual DOV focus on particular regions had proved valuable. The DOV was very much a grass-roots operation. He had just returned from Latin America where much work was being done and links with civil society movements being formed.

The DOV reference group was proposing that the last DOV annual focus, for 2010, be on Africa.

The DOV reference group, following the assembly mandate, endorsed by the central committee (minutes, August/September 2006, p. 104 and p. 119) was proposing that living letters (team visits) be a feature of the final years of the DOV and a conceptual framework for a programme of such visits had been produced.

The DOV reference group was looking to the executive committee to endorse these two proposals.

**The moderator**, stating that the proposals for the convocation, declaration, DOV focus and living letters were referred to the programme sub-committee for consideration and recommendation,

thanked Mr Gerber and Dr Müller-Fahrenholz for their presentations and closed the session.

## 6.3 Planning, monitoring, evaluation and reporting (PMER)

The committee continued **in hearing session**.

**Dr Hendriks-Ririmasse**, presiding, invited Dr Aruna Gnanadason, to speak.

**Dr Gnanadason** presented a paper 'Planning, monitoring evaluation and reporting (PMER) in the WCC', which had been prepared in response to the decision by the assembly to set up an office for PMER and that 'clear, well-functioning planning, monitoring and evaluation mechanisms be established for each programme' and the consequent decision by the central committee that 'a clear qualitative and quantitative proposal for evaluation... be brought to the executive committee for approval at its February 2007 meeting' (minutes, August/September 2006, pp. 117f).

An **office for planning and integration (P&I)** had now been set up and the present paper reflected an effort to encourage programmatic coherence.

The planning stage, now past, had involved the setting up of six **programmes**, with goals and criteria for achievement for the seven years until the next assembly, **projects**, on a three-year rolling cycle with a list of activities, and **activities**, on a three-year list with one-year detailed plans and budgets (cf. central committee minutes, August/September 2006, pp. 101-122 and chapter 6.1 above).

**Monitoring** would take place on a yearly cycle and in two places: (1) **project team meetings**, organized regularly by the relevant project coordinator, and (2) an **overall review of projects**, organized in April (an interim review), June and September of each year, involving the whole project team, the programme director, the P&I executive

director, the PMER coordinator, the associate general secretary for programme, and staff from finance, IMD and communication.

**Evaluation** would take place at three moments: an **annual internal evaluation** in November; a **mid-term evaluation** between the two assemblies, involving external experts, central committee members, funding partners and churches in early 2009, for reporting to central committee in August/September 2009; and, finally, a **pre-assembly evaluation** in early 2012, which would be an external evaluation, for reporting to the central committee meeting in August/September 2012.

**Indicators** for evaluation had been developed for activities and projects.

**Dr Hendriks-Ririmasse** thanked Dr Gnanadason for her presentation and invited comments.

**Discussion**

There was brief discussion. One comment was that, while monitoring was an important instrument, was there staff capacity to carry it through? A opposing comment was that the monitoring process did not seem too burdensome.

**Dr Gnanadason**, responding, agreed that, on paper, the monitoring process did look heavy. However, monitoring by a project team of its own work did not involve an additional meeting. Such a team would be meeting weekly anyway. The two overall reviews of projects in June and September each year, involving finance and communication staff, did look heavy, but she believed that in the event it would not prove to be so.

**Dr Hendriks-Ririmasse**, stating that the paper was referred to the programmme sub-committee for consideration and recommendation, thanked Dr Gnanadason for her presentation.

## 6.4 Towards the tenth assembly

The committee continued **in hearing session**.

**Dr Hendriks-Ririmasse**, presiding, invited Mr Douglas Chial to present a discussion paper 'Towards the next assembly: a discussion starter'.

**Mr Chial**, presenting the paper, stated that it contained no recommendations, but many questions. It was intended to get discussion started with a view to a decision by the central committee in February 2008.

Already the officers of the World Alliance of Reformed Churches (WARC) and the executive committee of the Lutheran World Federation (LWF) had declared that 'the future of ecumenical assemblies was of crucial importance for conciliar ecumenism in the 21st century.' They were strongly recommending that a new type of ecumenical assembly be considered to take place in 2013; requested that a substantive discussion on the matter take place at the first meeting of the new joint consultative commission between Christian world communions (CWCs) and the WCC in May 2007; urged the WCC to take a decision in principle on the matter at the central committee in February 2008; and considered that after 2010, given a satisfactory development in the area, the LWF and WARC would no longer hold global assemblies of their own.

The present paper had as its focus three fundamental considerations:

1. First, there was the need to examine the term 'ecumenical'. In what sense was it being used?

2. Secondly, who would be the partners in hosting such an 'ecumenical' assembly? If a more inclusive assembly created space only for Christian world communions, it could be seen as exclusive since it would not include traditions that do not organize themselves in such a way, nor other mainstream ecumenical bodies, such as

regional ecumenical organizations, national councils of churches, specialized ministries, etc.

3. Thirdly, such an 'ecumenical' assembly would need to enable participating bodies to fulfil their constitutional obligations.

Other issues to be discussed were organizational considerations such as the venue and funding.

In conclusion, Mr Chial presented a timetable, beginning with the present discussion, including a second discussion in the executive committee at its next meeting, and concluding with a possible decision in principle by the central committee in February 2008.

**Dr Hendriks-Ririmasse** invited discussion.

**Fr Gundiaev** stressed the need for a numerically balanced assembly, representing all traditions.

**Ms Hae Sun Jung** also stressed the need for balance and inclusivity.

**Archbishop Nifon** observed that, as with all new things, it raised many questions. How could traditions that did not function as CWCs (Orthodox, Roman Catholic Church, Pentecostals) be included? What was the uniquely new element in the proposal? Would it not simply in ethos be a larger WCC assembly? He concluded by questioning the term 'ecumenical'. WCC assemblies were ecumenical. Would this be a 'more ecumenical' assembly?

**Ms Lansdowne** wondered if there could be an introductory shared assembly with the opportunity for all subsequently to gather in their own groupings. She stressed the danger of excluding others, while attempting to become more inclusive.

**Archbishop Aykazian** felt that 'ecumenical assembly' was not a helpful term.

**Dr Tyrone Pitts** said that such an assembly would have to contribute to building up the ecumenical movement and not to fragmenting it.

**Bishop Schindehütte** pointed out the distinction between celebration together and fulfilling constitutional requirements. He quoted the German Kirchentag as a useful model.

**Mr McGeoch** was excited at the prospect and said that similar issues were being faced in Scotland as they planned the centenary, in 2010, of the 1910 world mission conference. Here the WCC was working in a new way with new partners, and lessons could be learned from it.

**Dr Altmann** spoke, not as moderator, but as head of a Lutheran church. He felt that the term 'ecumenical assembly' should be avoided. The LWF had said 'no' to a joint assembly with the WARC because such a joint assembly would not be wide enough. The aim of such a gathering must be to strengthen the ecumenical movement. It should not be driven by considerations of finance or human resources. CWCs needed to be included in discussions from the beginning. We needed to be sensitive to the winds blowing, confront difficulties, and not be defensive of our own structures. If a proposal could be made that was acceptable to all parties, it would be a wonderful advance.

**Dean Gadegaard** added his voice to the other positive voices. He urged financial realism. Many who had contributed financially to the 9th assembly had indicated that they would not be able to be as generous in future. He suggested the term 'wider ecumenical gathering'.

**Dr Gardner** felt that the idea should be pursued, but care needed to be taken in deciding the venue.

**Ms Vasko** had not yet decided for or against. She noted that a WCC assembly was the only occasion that brought the whole Orthodox family together.

**Pastor Malungo** looked forward to the report to the next executive committee meeting after the discussion with all interested parties. It was better to have such a gathering together, but we needed to clarify its nature.

**Mr Lemopoulos**, on terminology, pointed out that at the 9th assembly the WCC general secretary had invited the assembly to discuss how the WCC could provide a 'wider platform' for the ecumenical movement. The assembly had taken up and developed the idea. Difficulties did not imply that such an event was impossible. He cited the example of Europe, where the Conference of European Churches had managed to combine its assembly with the European Ecumenical Assembly. The wider ecumenical movement was already represented in our own assemblies. Of the 4,000 attending the 9th assembly, only 700 were delegates. No one body – not even the WCC – was a full institutional expression of the ecumenical movement. The commitment of the churches to the ecumenical movement needed to be taken seriously.

**Dr Hendriks-Ririmasse** invited the general secretary to respond.

**The general secretary** was also unhappy with the term 'ecumenical assembly', which had only emerged in discussion subsequent to his report to the 9th assembly. There he had proposed an 'ecumenical space', which had come out of the exercise of 'mapping the oikoumene'. Increasingly, themes for world assemblies were covering the same ground. What had been behind his suggestion was the changing ecclesial landscape. He had mentioned the LWF and the WARC, the WCC's near neighbours in the ecumenical centre, but other CWCs had indicated interest. Such a gathering would offer many possibilities. The present comments would help to take the discussion forward. The term 'ecumenical assembly' was no more than a working title for such an event. He noted, finally, that the WARC had decided to postpone its 2011 general council pending a decision, and that the LWF, which was already beginning to plan its 2010 assembly, had decided that it would be the last, given a satisfactory development in this area.

**Dr Hendriks-Ririmasse** expressed her thanks to the committee for the discussion, and stated that the paper was referred to the programme sub-committee for consideration and recommendation.

## 6.5 Palestine/Israel ecumenical forum

The committee continued **in hearing session.**

**Dr Hendriks-Ririmasse**, presiding, welcomed Mr Michel Nseir and invited the general secretary to report from the brainstorming group on the Palestine /Israel ecumenical forum (PIEF).

The general secretary described actions taken subsequent to the central committee's decision to establish the Palestine/Israel ecumenical forum (minutes, August/September 2006, p. 96 and pp. 105f).

A brainstorming group had met in Geneva on two occasions. The first meeting, in December 2006, had produced a strategic framework.

The vision of the forum would be:
A just peace in Israel/Palestine, where Christians, Muslims and Jews, Israelis and Palestinians, live fully reconciled as neighbours, in witness to peace for the region and to the possibility of a pluralistic world.

The goal of the forum would be:
To mobilize churches and global ecumenical civil society in advocacy for peace with justice.

The objectives would be:

- to end the illegal occupation in accordance with the relevant UN resolutions
- to catalyze and co-ordinate new and existing church advocacy for peace

- to ensure the continued presence of a viable local Christian community as part of national Palestinian society and alongside viable Muslim and Jewish communities in Israel and in a future independent state of Palestine
- to achieve high levels of inter-religious cooperation in action for peace.

The strategic framework continued by describing groups to influence, programmes and activities, parameters and practices, and criteria. As regards activities, there would be two main tracks: an 'action track' (shorter term) to end the occupation and related violence, and an 'open track' (longer term) to build peace.

The second meeting, in February 2007, had concentrated on planning a WCC international peace conference, 'Churches together for peace and justice in the Middle East', to take place in Amman, Jordan, 17-21 June 2007, at which the Palestine/Israel ecumenical forum would be officially launched.

**Dr Hendriks-Ririmasse** thanked the general secretary and invited comments.

**Archbishop Aykazian** was grateful for the well prepared report from the brainstorming group. He pleaded particularly that the Christian communities in the region be remembered. Mentioning particularly the Armenian community, he said that the Christian proportion in the population had fallen considerably in the course of the twentieth century.

**Dean Gadegaard** agreed that this was an important aspect. He further mentioned the need for a communication strategy for the June 2007 peace conference in Amman.

**Bishop Youannes** also pleaded for a media strategy. The conference must do more then speak: it must also be heard in the media as a conference promoted by the WCC.

**Ms Lansdowne** stated that the WCC's interest and concern meant much to people in the region. Our presence was needed to counteract the millenialist Christians entering the region to incite violence to bring about armageddon. It was crucial to capture the attention of the media, particularly in the USA and Canada, and better media coverage could be achieved by having the press present throughout the conference and not only at the concluding press conference.

**Bishop Azariah** spoke out of a Muslim-majority context. The average Muslim in Pakistan saw the churches as speaking with the voice of the West. If the conference were well reported, it would build new bridges and demonstrate that the churches in the Middle East were not the mouthpiece of the West. The conference must be planned so as to produce positive ripples in the Islamic world.

**Dr Tyrone Pitts** expressed gratitude to the staff. The churches needed to take on the concern for peace in the Middle East, in the same way as they had taken on the concern against apartheid in South Africa. Such a concern could place the churches under serious attack, as had been the case during the anti-apartheid struggle. Immigrant churches from the Middle East in the West should be encouraged to form a network. He expressed the hope that former US president Jimmy Carter could be involved in the process at some point.

**Dr Hendriks-Ririmasse** invited Mr Nseir and the general secretary to respond.

**Mr Nseir** responded that a principal concern was to maintain a viable Christian community in the region, to encourage Christians to remain and those who had emigrated to return. He agreed on the need for a media strategy for the conference itself and a continuing strategy for the forum. The brainstorming group had discussed the media at both meetings. It might be necessary to have two media strategies: one directed to the Christian audience and the other to the Muslim audience.

Many Muslims in the Middle East were now aware of the indigenous Christian presence (many Arabic-speaking) in the region. The forum would be action-oriented. Being from the region himself, he knew the need for the WCC to stand alongside Christians in the region, which was the specific aim of project P304.

**The general secretary** emphasized that the churches in the Middle East had to be at the centre of our actions in this area. There needed to be a theological basis for our actions to counter the [Christian] fundamentalist voices.

**Dr Hendriks-Ririmasse** thanked Mr Nseir for his response, stated that the matter was referred to the programme sub-committee for consideration and recommendation, and, closing the session, invited Archbishop Aykazian to close the day's business in prayer.

### 6.6 Report of the programme sub-committee

The committee met **in decision session.**

**Dr Hendriks-Ririmasse**, presiding, invited Dr Altmann to present the report of the programme sub-committee.

**Dr Altmann** presented the report.

### 6.6.1 The programme plan

After the central committee meeting in September 2006 the programme plan has been revised, budgets reworked and presented to the officers for approval at their meeting in December 2006.

During the course of the executive committee meeting members of the finance sub-committee joined the programme sub-committee so as to get greater clarity on areas to be addressed by both sub-committees, e.g. activity plans, major events, renovation projects, staffing etc. It was agreed that specific recommendations would be included in the report of the finance sub-committee.

The sub-committee **recommended** that:

- there be a representation of members of the programme committee of the central committee at the WCC round table meeting with funding partners;
- there be, at its next meeting, a detailed discussion regarding the relationship between the WCC and ACT development, and on strengthening the role of the WCC vis-à-vis the participation of the churches in development and its own work on advocacy;
- there be, at its next meetings, joint sessions between the programme and finance sub-committees to ensure the balance between available resources and planned activities. This may require that the agenda of the executive committee include more time for sub-committee meetings.
- that staff be requested to prepare a list of programmes and activities where there is partnership or collaboration with churches and ecumenical partners, to be presented at the executive committee meeting in September 2007.

The committee **accepted** the above recommendation **by unanimous consensus.**

### 6.6.2 Central committee evaluation

The sub-committee **recommended** that:

- the evaluation of the central committee, the executive committee and the officers' meetings become an integral part of their respective agendas. The evaluation of the central committee could be implemented through a short discussion at the tables and through forms to be filled in during the plenary. This form should indicate the status of the participant;
- in collaboration with members of the governing bodies a set of objectives be developed for the work of each governing body and that these be used as indicators for the evaluation of its work.

The committee **accepted** the above recommendation **by unanimous consensus**.

### 6.6.3 Towards the next assembly

The sub-committee **recommended** that:
- a letter be sent to the member churches inviting their comments; this letter should provide churches with detailed information of the nature and character of the partners concerned for the assembly as an "expanded space";
- this letter also be shared with NCCs, REOs, CWCs, IEOs and specialized ministries inviting their comments on the idea of the assembly as an "expanded space";
- the emphasis be placed on seeing the assembly as an "expanded space" for ecumenical organizations rather than an "ecumenical assembly" in itself;
- the constitutional requirements of the WCC as well as other parties involved be considered carefully;
- the officers and the executive committee be informed about discussions at various levels and developments;
- the officers and the executive committee monitor the process and bring proposals to the central committee in 2008.

The committee **accepted** the above recommendation **by unanimous consensus**.

### 6.6.4 International ecumenical peace convocation

The sub-committee **recommended** that the executive committee:
- approve the proposal for the IEPC based on the recommendations of the DOV reference group and encourage staff to bring to the next meeting of the executive committee a fully developed plan with venue, dates, budget and staff capacity for implementation for their approval;
- approve the theme of the IEPC, 'Glory to God and peace on earth' and encourage staff to provoke a broad theological reflection in view of developing a declaration on just peace;
- encourage the development of a special fundraising strategy, within approved WCC guidelines, in order to cover the costs for both the

programme of living letters (team visits) and the IEPC itself and recommend to report on this to the next meeting of the executive committee;
- approve that the 2010 annual focus be Africa;
- require that the next steps in the process be pursued only if the required finances are secured.

**Discussion**

**Bishop Schindehütte** considered that it was not enough for the executive committee simply to welcome the proposal for the IEPC, but that it should approve the proposal presented by the DOV reference group.

**The general secretary** agreed that it was necessary to show strong support by the executive committee for the proposal.

**Dr Altmann**, on behalf of the sub-committee, accepted the change from 'welcome' to 'approve' (as above), which had been the intention of the sub-committee.

**Ms Vasko** considered that the staffing implications should also be included in the resolution.

**Dr Altmann** agreed that this had been discussed in the sub-committee and accepted that the words 'staff capacity for implementation' be added (as above).

The committee then **accepted** the above recommendation in the varied form given above **by unanimous consensus**.

### 6.6.5 Overcoming violence against women and children

**Background:** For over a decade, the WCC has done a considerable amount of work in challenging the churches and society to address different forms of violence against women and children. There have been many efforts and even success stories of ways in which the

churches and ecumenical organizations have responded to this challenge and have acted to overcome violence against women and children. Women have also developed new and creative ways to move beyond a "victim" mentality into healing and support.

However, it remains an unfinished agenda as violence against women and children escalates in all parts of the world, not just in contexts of conflicts and wars, but also in the context of the home and society, and regrettably there have sometimes been incidents of violence even in the context of churches. By their silence the church and society have sometimes been seen as complicit in the violence.

The second half of the DOV offers yet another opportunity to address this issue and bring the strong voice of the churches to the world to express their commitment to zero tolerance of violence against women and children.

**Discussion**

**Archbishop Nifon** questioned the formulation in paragraph 2 of the above preamble '[violence] regrettably sometimes even in the context of the church.' The church was to be regarded as a model of peace.

**Dr Altmann** admitted that the sub-committee had not discussed the issue at length. Violence should not happen within the church, but it did. Human sin did occur in the church. Hence the formulation 'sometimes even'.

There was further discussion, some members stressing the reality of violence within the church, others stressing the ideal nature of the church. It was finally **agreed by consensus** to accept a varied formulation '... regrettably... sometimes... even in the context of churches' (as above).

The committee then **accepted** the above preamble in the varied form given above **by unanimous consensus.**

The committee then proceeded to consider the recommendation by the sub-committee.

In view of this, the sub-committee **recommended** that the executive committee, at its meeting in Bossey, Geneva, 27 February - 2 March 2007, recommends:

**To the churches:**

1. That they engage in a global campaign, to especially focus on violence against children. That special hearings are held by the churches, NCCs, REOs and other ecumenical networks to consult children and provide them a platform to speak to the church about the forms and the extent of violence they experience. The DOV can offer accompaniment in this campaign where possible.

**To the DOV:**

2. That overcoming violence against women and children be a central focus in the second half of the decade; and that all processes in the DOV address the issue of violence against women and children.
    a. That the "living letters" team visits raise this as a special concern with the churches and others visited.
    b. That the ecumenical declaration on just peace address this concern strongly.
    c. That the proposed IEPC reflect the commitment of the churches to overcome violence against women and children.

**To other programmes of the WCC:**

3. That the theological and ethical challenges that violence against women and children poses to the church, be addressed by the theological platform and the programme on theological education of the WCC drawing strength from theological reflections of men and women on new images of what it is to be male and female, and on the community of women and men in the church.

4. That the concern for the plight of women and children, in situations of conflict be addressed by the programme on public witness (P3), in their ongoing work and that special advocacy efforts be made on behalf of women and children in its work. That pastoral visits to women and children in conflict situations be continued.
5. That issues of domestic violence, trafficking and sexual slavery of women and children, cultural practices that inflict violence against women and children and other forms of violence be addressed by different programmes of the WCC, where relevant.

**To the central committee:**

6. That there be a special plenary on the issue of overcoming violence against women and children at the central committee meeting in February 2008. To invite survivors of violence especially children, and men who have addressed the issue of violence, as speakers.

**Discussion**

**Ms Oyekola** questioned the meaning in 6 above of 'men who have addressed the issue of violence'.

**Ms Vasko** explained that in the sub-committee they had considered it important to hear from men who had spoken up against violence.

The committee then **accepted** the above recommendation **by unanimous consensus.**

### 6.6.6 Middle East focus

The sub-committee **recommended** approval of the overall proposal and endorsement of the main directions.

It drew attention to the fact that there have been many other conferences on the Middle East and therefore asked for an active participation of the member churches from the region and a clear

emphasis that this is an initiative of the WCC. It also highlighted the importance of a communication strategy, and it further requested that an assessment of the communication strategy be presented to the next executive committee meeting in September 2007.

**Discussion**

**Ms Dauway** requested that an assessment of the communication strategy be presented to the next meeting of the executive committee.

**Ms Vasko** emphasized the importance of a communication strategy as the forum would be an ongoing activity.

**Mr Lemopoulos** proposed an addition (as above).

**Dr Altmann**, on behalf of the sub-committee, accepted the addition.

The committee then **accepted** the above recommendation in the varied form given above **by unanimous consensus**.

### 6.6.7 Planning, monitoring, evaluation and reporting (PMER)

The sub-committee **recommended** approval of the general direction for the process and that note be taken with satisfaction of the information provided by the general secretary on the staff performance appraisal system.

The committee **accepted** the above recommendation **by unanimous consensus.**

The committee further asked that a detailed plan for staff appraisals be presented at its next meeting in September 2007.

**Dr Hendriks-Ririmasse** then invited the committee to approve the whole report.

The committee then **approved** the report of the programme sub-committee **by unanimous consensus**.

## 7. STAFFING AND NOMINATIONS

### 7.1 Membership matters

The committee met **in hearing session.**

**Dr Hendriks-Ririmasse,** presiding, invited Mr Chial to report on membership matters.

**Mr Chial** presented a progress report on membership matters, which would be referred to the staffing and nominations sub-committee for consideration. He remarked that we now have new rules, new members of governing bodies, and a new staff team, and that the moratorium on membership applications had now ended.

He had some particular concerns: the significant number of applications being made by smaller churches (10,000-50,000 members), and the high proportion (11%) of inactive member churches. The committee was requested to give guidance in these areas.

**The general secretary** made some further comments.

The application from the Eternal Sacred Order of Cherubim and Seraphim, Nigeria, was still pending. Their application was being strongly contested by other churches in Africa. For how long could a decision be postponed?

Concerning the increasing number of membership applications from smaller churches, we had to ensure that this trend did not result in or encourage fragmentation in the ecumenical movement.

Concerning inactive churches, their number was now one third of what it had been some years ago. Personal approaches by staff and central committee members had made a great difference, with contact being re-established and membership contributions being paid.

**Discussion**

**Archbishop Nifon** felt that membership should be regarded with great seriousness. The doctrine of applicant churches had to be examined and fragmentation of the ecumenical movement must be avoided.

**Metropolitan Gennadios**, noting that the special commission on Orthodox participation had examined the issue of applications from smaller churches, urged that smaller churches be encouraged to group together to make joint membership applications. He further considered that that discussion should be reopened.

**Archbishop Aykazian** observed that some of the inactive churches might in fact no longer be in existence.

**Ms Oyekola** advised caution in reaching a decision on the Eternal Sacred Order. The Christian Council of Nigeria was advising against its acceptance.

**Ms Lansdowne** stressed the value of briefing from the staff before central committee members approached inactive churches.

**Bishop Karayiannis** considered that the fact that churches are inactive should cause us to look at ourselves: are they challenging our agenda?

**Dr Tyrone Pitts** was not happy with rule I.3.b)4) that conferred the status of membership without the right to participate in decision-making, and felt that it should be re-examined.

**Dr Pickens** considered it necessary to discover why member churches were inactive.

**Bishop Abrahams** noted the high proportion of African churches in the list of inactive member churches (15 out of 31).

**Dr Abuom** urged that the insights of the special commission be taken forward, particularly the provision for smaller churches to group together to make a joint membership application.

**Mr Lemopoulos** responded to the discussion. He noted that the results of the special commission's work had now been incorporated into the rules. It was important to have the present discussion now, so that new executive and central committee members became aware of these issues before considering applications. We are witnessing a changing ecclesial reality. The special commission was clear in its recommendation that smaller churches could be members but without participation in decision-making. Now, with many applications for membership in this category, what if we had a large proportion of member churches with no right to participate in decision-making? Would consensus procedures be adequate to maintain a balance in decision-making, even if there were an increase in the number of smaller member churches?

**Dr Hendriks-Ririmasse** stated that it had been a good substantial discussion, and that the progress report on membership matters was now referred to the staffing and nominations sub-committee for consideration and recommendation.

## 7.2 Nominations to governing and consultative bodies

The committee met **in hearing session.**

**The moderator** invited Mr Lemopoulos to present the report on nominations to membership in governing and consultative bodies.

**Mr Lemopoulos** explained that between central committee meetings the executive committee was authorized to act as the nominations committee of the central committee (rule VII.2). He then made various proposals for filling vacancies, to be considered by the staffing and nominations sub-committee.

Vacancies on the central committee and the executive committee could be filled only by decision of the central committee. It would, however, be possible for such vacancies to be filled by postal vote by members of the central committee, so that those nominated could be appointed and attend the next meeting of the relevant committee. Vacancies on consultative bodies and the youth body could be filled by decision of the executive committee at the present meeting.

Finally, he informed the committee of the final composition of the WCC representatives on the continuation committee on ecumenism in the 21st century, as agreed by the officers at their meeting in December 2006:

- Rev. Robina Winbush, Presbyterian Church (USA)
- Rev. Prof. Iakovos Khalil, Greek Orthodox Patriarchate of Antioch (Balamand School of Theology, Lebanon)
- Rev. Dr Rudolf von Sinner, Evangelical Church of the Lutheran Confession in Brazil
- Rev. Hratsch Sarkissian, Armenian Apostolic Church (Bible Society of Armenia)
- Most Rev. Archbishop Michael Kehinde Stephen, Methodist Church, Nigeria

Resource person:

- Ms Nienke Pruiksma, Protestant Church in the Netherlands (the general secretary was asked to negotiate with other partners whether this young person could become a full member).

**The moderator** invited questions and comments.

**Archbishop Aykazian** enquired who proposed names for replacements on the executive and central committees.

**The general secretary** replied that it belongs to the relevant member church to propose names for replacements. If election were by post, it would enable those nominated for the executive committee to attend the next meeting of the executive committee as members.

**Bishop Azariah**, noting that Bishop Schindehütte had been welcomed with applause at the last central committee meeting as Bishop Koppe's successor, asked if that did not constitute election to the executive and central committees.

**The moderator** replied that the welcome had been spontaneous and had not been a formal legal action.

**The general secretary** added that Bishop Koppe was still a member of the executive and central committees and that Bishop Schindehütte was attending the present meeting as his substitute.

**The moderator** stated that the report on nominations to governing and consultative bodies was referred to the staffing and nominations sub-committee.

## 7.3 Amendments to the constitution and rules

The committee continued **in hearing session.**

**The moderator** invited Mr Lemopoulos to present a paper on proposed amendments to the constitution and rules of the World Council of Churches.

**Mr Lemopoulos** presented the paper, which indicated three areas where amendments had become necessary because of recent organizational and procedural changes. No substantive discussion was necessary at this stage, but encouragement to begin a process leading to concrete proposals for amendments to be presented to the central committee in February 2008.

**First**, there were some amendments proposed shortly before the assembly. One particular problem was that the rules contained no provision for terminating membership, but only withdrawal or suspension.

**Secondly**, there might be proposed amendments arising out of the experience of the consensus method both in the central committee and the assembly. This was necessary in view of the decision of the central committee in 2005 that 'the second full meeting of the central committee after the ninth assembly reflect on and evaluate the experience of using the consensus method' (minutes, February 2005, pp. 177-78).

**Thirdly**, there were changes following the decision of the 2006 central committee to endorse the new organizational structure (minutes, August/September 2006, p. 94). There was a change in terminology (associate general secretaries instead of directors) and the staff executive group no longer exists.

There was no discussion.

**The moderator** stated that the document on amendments to the constitution and rules was referred to the staffing and nominations sub-committee and closed the session.

## 7.4 Report of the staffing and nominations sub-committee

The committee met **in decision session.**

**The moderator** invited Bishop Azariah, in the absence of Metropolitan Gennadios, to present the report of the staffing and nominations sub-committee.

**Bishop Azariah** presented the report.

### 7.4.1 Nominations to membership in governing and consultative bodies

**Central committee**

For the replacement of Bishop Rolf Koppe and Ms Inger Aasa-Marklund, the sub-committee **recommended** that the executive committee ask the general secretary to invite central committee members to take an action through postal vote so that Bishop Martin Schindehütte (EKD) and Ms Margaretha Grape (Church of Sweden) can participate in the forthcoming executive and central committee meetings.

For the replacement of Rev. Kathy Jones, the sub-committee **recommended** that the executive committee urge the general secretary to initiate negotiation with the Church in Wales encouraging the maintenance of gender balances.

For the replacement of Rev. Wies Houweling, the sub-committee **recommended** that the executive committee ask the general secretary to maintain contact with the Protestant Church in the Netherlands reminding them of the procedures, including the need to maintain gender balance.

**Consultative bodies**

The sub-committee recommended that the executive committee request the general secretary to re-assess the situation when the joint consultative group with Pentecostals and the joint working group between the WCC and the Roman Catholic Church will be fully constituted and bring a proposal as needed.

**Youth body**

The sub-committee **recommended** that the executive committee approve the following list with the composition of the youth body with two names still pending more consultation in the regions.

| Gender | First Name | Last Name | Church |
|---|---|---|---|
| F | Iyabo | Oyekola | Church of the Lord (Aladura) Worldwide |
| M | Itayi | Ndudzo | Methodist Church in Zimbabwe |
| M | Chola | Simwanza | The Salvation Army |
| M | Enoch | Magala | Greek Orthodox Patriarchate of Alexandria and All Africa |
| F | Sanchita | Kisku | United Evangelical Lutheran Church in India |
| F | Meenuka | Amarathunga | IYCS/EASYNet (Roman Catholic Church) |
| F | Megan | O'Callagan | Anglican Church in Aoterao, New Zealand and Polynesia |
| F | Monica | Coll | Presbyterian-Reformed Church in Cuba |
| F | Nerrisa | Celestine | Church in the Province of the West Indies |
| F | Outi | Vasko | Orthodox Church in Finland |
| F | Christina | Biere | Evangelical Lutheran Church in Germany |
| M | Lukasz | Nazarko | Polish Autocephalous Orthodox Church in Poland |
| M | Mikael | Christensen | Church of Denmark |
| M | Ionut | Tudorie | Romanian Orthodox Church |
| F | Nayiri | Baldijian | Armenian Apostolic Church (Holy See in Cilicia) |
| F | Jennifer | Leath | African Methodist Episcopal Church |
| M | Jay | Williams | United Methodist Church |
| M | Raymond | Ranker | Evangelical Lutheran Church in America |
| F | Sara | Faulhafer | Evangelical Lutheran Church in Canada |
| F | Tasmania | Afereti | Samoa Methodist Church |
| M | Joseph | Bosch | Ecumenical Patriarchate |
| F | Diana | Fernandez | Methodist Church in Brazil |
| M | David | Cela Heffel | Evangelical Church of the River Plate |

The committee **accepted** the above five recommendations **by agreed consensus.**

### 7.4.2 Constitution and rules of the World Council of Churches: proposed amendments

The sub-committee **recommended** that the executive committee encourage the general secretary to initiate a process of preparing proposals for appropriate amendments to the WCC Rules along the lines of "Constitution and rules of the World Council of Churches: proposed amendments" and any other areas that may be identified during the process. Active participation of the central committee members and experts in this process would be particularly welcome.

The committee **accepted** the above recommendation **by unanimous consensus.**

### 7.4.3 Mediation between Orthodox churches in India

The executive committee responded positively to the report of the general secretary suggesting to facilitate the meeting of the Malankara Orthodox Syrian Church and the Malankara Archdiocese of the Syrian Orthodox Church in India. The sub-committee **recommended** that the executive committee strongly encourage the general secretary to develop a process through which the council will play a mediating role in this internal conflict.

The committee **accepted** the above recommendation **by unanimous consensus.**

### 7.4.4 Membership matters: a progress report

**Pending applications**

The executive committee will welcome a report in September on efforts to visit these applicant churches. The committee notes with

concern that the applicant church, Eternal Sacred Order of Cherubim and Seraphim, Nigeria, reflects the fragmentation of a larger church.

**Future of membership**

The sub-committee **recommended** that:

- the executive committee encourage the general secretary to respond to inquiries according to the provisions for membership as described in rule I;
- concerning requests from churches with less than 10,000 members, the executive committee encourage these churches to seek membership in national and regional ecumenical bodies and to suggest the possibility of joint membership in the WCC as a geographic, confessional or other such grouping of churches as encouraged in the preamble of rule I;
- concerning requests from churches with more than 10,000 members but less than 50,000 members, the executive committee encourage these churches to explore the possibility of joint membership in the WCC as provided in the preamble of rule I, or to express their commitment as 'members of the fellowship' without the right to participate in decision-making at assemblies (rule I.3.b)4));
- concerning how best to maintain balanced representation in the WCC between Orthodox and other churches, to pursue discussion with the permanent committee on collaboration and consensus.

The committee **agreed by consensus** to reverse the two possibilities for membership for churches with membership between 10,000 and 50,000 (as above) and then **accepted** the above recommendation in the varied form given above **by unanimous consensus.**

**Inactive member churches**

The executive committee expresses concern at the number of inactive churches and requests that subsequent reports provide details on the specific situation of each church.

The sub-committee **recommended** that the executive committee encourage the general secretary to call upon members of the executive and central committees to intercede on behalf of the council in an attempt to encourage the active participation of those churches in the fellowship.

The committee **accepted** the above recommendation **by unanimous consensus.**

### 7.4.5 Recruitment procedures

The sub-committee **recommended** that the executive committee authorize the general secretary to review and assess the current recruitment process for filling vacant positions in the secretariat and asks him to bring proposals for increasing the efficiency of the process to the next executive committee in September 2007.

The committee **accepted** the above recommendation **by unanimous consensus.**

The committee then **accepted** the whole report of the staffing and nominations sub-committee **by unanimous consensus**.

**The moderator** closed the session.

## 8. STAFFING (CLOSED SESSION)

The committee met **in closed decision session**.

**The moderator** invited the general secretary to give the staffing report.

**The general secretary**, for information, presented documents giving staff statistics at 31 December 2006, a list of leadership and programme staff as at 1 March 2007, and pie charts giving

breakdowns of programme and leadership staff by region, gender and church family. On 31 December 2006 there was a total staff strength of 170 individuals, representing 156.2 full-time equivalent posts.

**Discussion**

**Ms Dauway**, noting the gender imbalance in programme and leadership staff (70% men, 30% women), asked if the new hirings had made the imbalance worse.

**The general secretary** responded that, regrettably, they had. He added that there was another pie chart giving a breakdown of leadership and programme staff by age. He had not dared present it to the committee and was very concerned at the age imbalance.

The committee **noted** the contents of the above documents.

**The general secretary** then presented proposals for action by the committee.

## 8.1 Appointments

The general secretary reported on the appointments and recommendations for appointments of directors of programmes and programme executives as follows:

### A. Staff appointed by the officers in December 2006

Education and ecumenical formation (P501)

Dr Amélé EKUE, Professor of social ethics, Bossey, and programme executive for migration.

Dr Odair MATEUS, Professor of ecumenical theology, Bossey, and programme executive for faith and order.

## B. Recommendations to executive committee

Based upon the vacancies approved by the last executive committee meeting in September 2006, the following names are submitted for appointment.

**Unity, mission, evangelism and spirituality (P2)**

Director for unity, mission, evangelism and spirituality (P2)

As no suitable candidate was found through the interview process, it is recommended that the position be filled from within the staff of P2 by appointing Rev. Jacques MATTHEY (Swiss Protestant Church Federation, Switzerland) as director for the programme for three years (until his retirement).

Ecumenical perspectives on mission and unity (P203)

Rev. Dr Joosep KEUM (Presbyterian Church of Korea, South Korea) as programme executive for evangelism, four years to start at a date to be negotiated with his current employer, the Council for World Mission.

**Public witness: addressing power and affirming peace (P3)**

Churches in the Middle East: solidarity and witness for peace (P304)

As no suitable candidate was found through the interview process, it is recommended to appoint Mr Michel NSEIR, at present programme executive for the Middle East, to this position. He will work closely with other colleagues with programmatic responsibilities for the region.

**Justice, diakonia and responsibility for creation (P4)**

Director for justice, diakonia and responsibility for creation (P4)

Ms Corinne HENCHOZ PIGNANI (Reformed evangelical church in the Canton of Vaud, Switzerland) as director for justice, diakonia and creation for four years at a date to be agreed upon.

Ecumenical HIV/AIDS initiative in Africa (EHAIA) (P407)

Rev. Dr Nyambura NJOROGE (Presbyterian Church of East Africa, Kenya) programme executive for EHAIA.

**Inter-religious dialogue and cooperation (P6)**

Christian self-understanding amid many religions (P602)

Ms Rima BARSOUM (Syrian Orthodox Patriarchate of Antioch and All the East) as programme executive for Christian-Muslim relations, for four years as soon as possible once a work permit is obtained.

**Communication (C1)**

Director of communication (C1)

It is recommended to appoint Mr Mark Edward Beach (Mennonite Church, USA) as director of communication for four years. Starting date to be agreed upon.

**General secretariat**

Position in the General Secretariat (P1)

It is recommended to appoint Rev. Dr Martin Robra (Evangelical Church in Germany) as director in the general secretariat.

## C. Seconded programme executives

Ecumenical Institute Bossey

Rev. Dr Dagmar HELLER (Evangelical Church in Germany) seconded by EKD as professor of ecumenical theology, Bossey, and programme executive for faith and order for six years with effect from April 2007.

**Discussion**

**Pastor Malungo** asked where the programme executive for EHAIA would be located.

**The general secretary** stated that so far the post was located in Geneva. He also responded to requests for further details of some of the candidates.

## 8.2 Contract extensions and modifications

Ecumenical accompaniment programme in Palestine and Israel (EAPPI) (P305)

The current project coordinator of project P305, Mr Rifat Kassis, has a consultant contract. It is recommended to modify his contract to that of a programme executive.

Poverty, wealth and ecology: impact of economic globalization (P306)

Mr Michiel HARDON (Protestant Church in the Netherlands), second contract extension to his retirement date 30 April 2008.

Ecumenical solidarity (P401)

Rev. Matti PEIPONEN (Evangelical Lutheran Church in Finland), second contract of three years from 1 September 2008.

Migration and social justice (P403)

The current project coordinator of project P403, Ms Sydia Nduna holds an indefinite consultant contract. It is recommended to modify her contract to that of a programme executive.

The committee then **voted by show of hands** to make the above appointments and extend or modify the above contracts.

## 8.3 Vacancies

As no suitable candidates were identified through the interviews following the vacancies approved at the last executive committee, the general secretary requested that the vacancies be kept open:

- Director of public witness: addressing power and affirming peace (P3)
- Director for inter-religious dialogue and cooperation (P6)
- Programme executive for women (P106)
- Programme executive for the Middle East (Beirut office).

**The general secretary** added that it was expected that one of the programme directors, when all had been appointed, would be proposed as associate general secretary for programme.

The committee then **agreed by consensus** that the above vacancies be kept open.

## 8.4 Departures, retirements and resignations

One programme executive had left to take on a field assignment with the council:

Fr Kwame LABI, (31.01.07) now working as field consultant on URM in Accra, Ghana, on a two year contract.

a. The following programme staff will leave the Council after this executive committee meeting up to the end of the year:

i) Dr Christoph MANN, EHAIA project manager (resignation, 31.03.07)
ii) Ms Teny PIRRI-SIMONIAN, programme executive for nurturing relations with member churches (retirement, 31.05.07)
iii) Mr Yannick PROVOST, publications manager (end of contract, 30.06.07)
iv) Dr Thomas BEST, director of faith and order (retirement, 30.06.07)
v) Rev. Kersten STORCH, programme executive for faith and order (end of contract, 31.08.07)

b. Retirement of specialized, administrative and house staff up to 31.12.2007

i) Ms Miriam REIDY, web manager (retirement, 31.01.07)
ii) Ms Maria DAENGLI, hospitality, Bossey (retirement, 31.02.07)
iii) Ms Brigitte CONSTANT, administrative assistant to the deputy general secretary (retirement, 31.08.07)
iv) Ms Françoise NAGY, French translator (retirement, 30.11.07)
v) Ms Ngu Wah KYAW, intern in finance, services and administration (end of contract, 31.12.07)
vi) Ms Sina-Marei DEGENHARD, intern, visitors' programme and HIV/AIDS (end of contract, 31.12.07)
vii) Ms Beatrice Mukhtar MAMUZI, intern, worship (end of contract, 31.12.07)

**8.5 For information**

**Appointment on authority of the general secretary**

EHAIA (P407)

Rev. Deolinda TECA as EHAIA consultant for Portuguese-speaking Africa, from 1 May 2007 to 30 April 2009.

The committee **noted** the above departures, retirements and resignations, and the appointment on authority of the general secretary.

**The moderator** closed the session.

## 9. EVALUATION OF THE MEETING

The committee met **in hearing session**.

**The moderator** invited participants to share their evaluation of the meeting.

**Archbishop Nifon** pointed out that, because of constraints of time, it had not proved possible for sub-committee members to see and approve the final version of a sub-committee's report before it was presented to the full executive committee. The final session of a sub-committee should be devoted to finalizing and approving its report.

He also pleaded for members to stay, if at all possible, until the end of the meeting.

**Ms Dauway** felt that an additional drafting session was needed for the sub-committees. She would also welcome an annotated agenda for the sub-committees.

**Fr Gundiaev** considered that the staffing appointments had been taken too quickly at the end of the day. Background information on the candidates would be useful.

**Bishop Karayiannis** was grateful for the good organization. He requested that advance documents be sent out earlier to give time for members to study them.

**Ms Vasko**, out of her experience on the programme sub-committee, also considered that clearer guidance was needed on the sub-committee's task. She also requested a wide-ranging discussion on our vision for the ecumenical movement at a future meeting.

**Bishop Schindehütte**, as a newcomer, asked for a more detailed draft agenda so that he could prepare himself. Earlier despatch of advance documents was necessary (two weeks prior to the meeting) so that he could consult with colleagues if necessary. He also requested clearer formulation of recommendations to make decision-making easier.

**Bishop Abrahams** appreciated the, at times frank, discussions. He wondered whether the committee had completely abandoned the parliamentary/Westminster method of decision-making in favour of the consensus method. More efforts were needed in that direction. He observed that only one presentation had used power-point, and would welcome greater use of it.

**The general secretary** responded stating that it had been a useful discussion. The committee had affirmed the staff in the work they were doing. Concerning earlier despatch of documents, he requested members to inform him if they wished to receive documents electronically. Hard copies of documents would still follow by post. Concerning clearer formulation of recommendations, that was really the responsibility of the sub-committees, except perhaps public issues and finance, where there was a high level of preparatory input by staff.

**Dean Gadegaard** requested that any draft recommendations prepared beforehand by staff be sent out with the advance documentation.

**Bishop Schindehütte** agreed, pointing out that it would still be within the competence of the committee to change the recommendations in the course of the meeting.

**The moderator** undertook that the officers' meeting would look into these matters.

In conclusion, he felt that it had been a mistake on his part on the first day, because of time constraints, to omit the sharing of news from members. Such sharing out of members' own contexts and churches was important.

The frank discussion on programme, during which divergent opinions had been expressed, had been a necessary step. Members do need to be able freely to express our views. That discussion had helped to clarify the committee's role.

## 10. DATES AND VENUES OF FUTURE MEETINGS

The committee met **in decision session**.

**The moderator** invited the general secretary to give details of future meetings

**The general secretary** reminded members of the dates already notified (minutes, May 2006, pp. 72-73). Regarding the next meeting, 25-28 September 2007, an invitation had been received from the Armenian Apostolic Church (Holy See of Etchmiadzin). Assurances had been given that all participants would receive visas. Members were invited to arrive two days before the committee meeting itself to follow a visitors' programme.

The committee thus **noted** that the next meeting would be in Armenia, 25-28 September 2007:

- arrivals in Yerevan 21or 22 September for visitors' programme, or
- arrivals in Yerevan 24 September for the committee meeting only, and
- departures in the evening of 28 September or on 29 September.

**The general secretary** added that a written invitation had also been received to meet in New Orleans from the National Council of the Churches of Christ in the USA (NCCCUSA). The invitation had been

for the present meeting, which had not proved feasible, but the NCCCUSA had been asked to consider re-issuing the invitation for 2009.

Other churches had informally expressed interest in hosting a governing body. He was grateful for such expressions of interest and urged that they be followed up by formal letters of invitation. He reminded members that for meetings outside Geneva the host body undertakes to cover the cost in excess of what the meeting would have cost in Geneva.

## 11. CLOSING ACTIONS

**The moderator** thanked all members for their participation, the staff for their assistance, the ecumenical institute for the hospitality, and his co-moderators.

He then led the meeting in prayer and closed the meeting at 11.55am on 2 March 2007.

**Appendix I**

## LIST OF PARTICIPANTS

| | | |
|---|---|---|
| Officers: | Rev. Dr Walter Altmann | moderator |
| | Metr. Prof. Gennadios of Sassima (until 28 February) | vice-moderator |
| | Rev. Dr Margaretha Hendriks-Ririmasse | vice-moderator |
| | Rev. Dr Samuel Kobia | general secretary |
| Members: | Bishop Ivan M. Abrahams | |
| | Dr Agnes Abuom | |
| | Archbishop Vicken Aykazian | |
| | Bishop Samuel R. Azariah | |
| | Ms Hae Sun Jung | |
| | Bishop Dr Vasilios Karayiannis | |
| | Ms Carmen Lansdowne | |
| | Rev. Sanele Faasua Lavatai | |
| | Pastor Antonio P. Malungo | |
| | Mr Graham G. McGeoch | |
| | Archbishop Dr Nifon of Targoviste | |
| | Ms Iyabo Oyekola | |
| | Rev. Dr Larry Pickens | |
| | Rev. Dr Tyrone Pitts | |
| | Ms Outi Vasko | |
| Ex officio: | Dean Anders Gadegaard | |
| | Ms Lois McCullough Dauway (substitute from 28 Feb.) | |
| Apologies: | Bishop Dr Hilarion Alfeyev | |
| | Metr. Bishoy | |
| | Ms Nerissa Celestine | |
| Substitutes: | Rev. Dr Paul Gardner | |
| | Fr Mikhail Gundiaev | |
| | Bishop Martin Schindehütte | |
| | Bishop Youannes | |
| Staff: | Mr Jean-Nicolas Bazin | |
| | Ms Catherine Christ-Taha | |
| | Mr Jonathan Frerichs | |
| | Dr Aruna Gnanadason | |
| | Mr Georges Lemopoulos | |
| | Dr William Temu | |

Other staff according to agenda items

Assistant to the moderator: Dr Marcelo Schneider

Minute-Writer: Rev. Tony Coates

Administration: Mr Gerard Scarff
Ms Ursula Zierl

**Appendix II**

## Membership of Sub-Committees

### Programme

Rev. Dr Walter Altmann (moderator)
Dr Agnes Abuom
Fr Mikhail Gundiaev
Pastor Antonio P. Malungo
Ms Lois McCullough Dauway (ex officio)
Rev. Dr Tyrone Pitts
Bishop Martin Schindehütte
Ms Outi Vasko
Bishop Youannes

### Finance

Rev. Dr Margaretha Hendriks-Ririmasse (moderator)
Bishop Ivan M. Abrahams
Dean Anders Gadegaard (ex officio)
Rev. Dr Paul Gardner
Ms Hae Sun Jung
Bishop Dr Vasilios Karayiannis
Ms Carmen Lansdowne

### Staffing and Nominations

Metr. Prof. Gennadios of Sassima (moderator)
Archbishop Vicken Aykazian
Bishop Samuel R. Azariah
Rev. Sanele Faasua Lavatai
Mr Graham G. McGeoch
Archbishop Dr Nifon of Targoviste
Ms Iyabo Oyekola
Rev. Dr Larry Pickens

### Public Issues

Dr Agnes Abuom (moderator)
Bishop Dr Vasilios Karayiannis
Ms Carmen Lansdowne
Rev. Sanele Faasua Lavatai
Archbishop Dr Nifon of Targoviste
Rev. Dr Larry Pickens
Bishop Martin Schindehütte
Ms Outi Vasko

**Appendix III**

## Audit Committee Mandate

OVERALL PURPOSE

To give member churches, funding partners, related organizations and other stakeholders an independent assurance of the integrity of the WCC's financial reporting process, including its stewardship of resources and management of related risks and controls.

OBJECTIVES

1. To oversee the process for the appointment of auditors.

2. To monitor the annual audit process and the performance of the auditor.

3. To receive and review the draft financial report, together with any observations from the auditors, ensuring that any material issues are raised to the Officers of the Finance Committee before their approval of the financial report.

4. To oversee WCC's financial and internal control process.

5. To monitor the choice and application of accounting policies and principles.

TASKS OF THE AUDIT COMMITTEE

*1. Audit planning and preparation*

- To review the scope of the current year's audit, including the areas where the auditors have identified risks, or where observations have been raised by finance committee or sub-committee, making recommendations to the auditors for amendment of scope as appropriate.
- To assess whether appropriate assistance is being provided to the auditors by the finance staff.
- To review control weaknesses detected in the prior year's audit and corrective measures implemented by management.
- To review the auditor's engagement letter, including the audit fee and expenses

*2. Accounting and control systems*

- Enquire about changes in the financial systems and control systems during the year.
- Enquire into the condition of the records and the adequacy of resources committed to accounting and control.
- Enquire into the major financial risks faced by the Council and the appropriateness of related controls to minimize their potential impact.
- Make recommendations to the finance/executive committee in respect of key organizational and control process improvements.

*3. Annual financial statements*

- Review the financial statements, with particular focus on: the selection of, and changes in accounting policies, methods used to account for unusual or particularly significant transactions, issues on which management has made estimates or judgements that had a significant effect on the financial statements, the reasonableness of the estimates and judgements, and significant transactions with related parties.
- Enquire about changes in professional standards or regulatory requirements.
- Recommend approval of the financial statements to the finance committee/executive committee
- Review the annual report for consistency with the financial statements.

*4. Audit results*

- Review the auditors' proposed report on the financial statements.
- Review the auditors' "management letter" documenting weaknesses in internal control systems and commenting on other matters.
- Discuss with the auditors whether there are concerns such as: organizational and management deficiencies, limitations placed on the scope of the auditor's examination; significant misstatements or irregularities.
- Ensure that unsolved and unresolved issues are reported as appropriate to the finance/executive committee.

*5. Appointment of auditors*

- Discuss with senior management whether there are any concerns about the conduct of the audit.
- Enquire as to the experience and capabilities of the individuals being proposed to conduct the audit, their objectivity and independence.
- Recommend to the finance committee/executive committee the auditors to be appointed for the following year.

MEMBERSHIP

1. The audit committee shall be composed of three to five members of whom one is a member of the finance committee. None of the members shall be staff members or paid consultants of the Council. The committee will be responsible for appointing a Moderator from their number.

2. Each member of the audit committee will have experience in financial reporting or other functions of the committee, and should be willing and able to ask searching questions about these matters.

APPOINTMENT

Members of the audit committee shall be appointed as approved by the finance committee, for a period of three years, and shall be eligible for reappointment for a second and last term. Proposals for appointment to the audit committee are put forward to the Finance committee by either the audit committee or the General secretary.

FREQUENCY OF MEETINGS

The Audit committee will meet at least twice each year. The Audit committee may meet with auditors and staff present, or with one or neither of these groups of persons present. Flexibility is expected so that audit committee members and the auditors can meet on an as-needed basis.